

Environmental, Social & Governance Policy

Document Version History

Ver. No.	Release Date	Prepared/ Modified By	Reviewed By	Approved By	Description/ Change	References
1.0	1 st April 2023	Akansha Jain	Akansha Jain	Sahil Jain	Environmental, Social & Governance policy	HR Handbook
2.0	1 st April 2026	Amit Saini	Akansha Jain/ Sarhak Khurana	Sahil Jain	Environmental, Social & Governance Policy; check controls & Updates	HR Handbook

JEENA SIKHO LIFECARE LIMITED

120+ AYURVEDA CLINICS & HOSPITALS | FREEDOM FROM 2D DISEASES & DRUGS

Registered Office Address:

SCO-11, Kalgidhar Enclave, Baltana, Zirakpur,
Punjab-140604, 01762-513185
CIN NO.: L52601PB2017PLC046545

Corporate Office Address:

B-26, Opp. Metro Pillar No. 223, Rohtak Road,
New Multan Nagar, Delhi - 110056
Email ID: cs@jeenasikho.com | www.jeenasikho.com

1. Purpose

Jeena Sikho Lifecare Limited ("the Company") recognizes that sustainable business practices are fundamental to long-term value creation, responsible corporate citizenship, and stakeholder trust.

The Company is committed to integrating Environmental, Social and Governance (ESG) principles into its business strategy, operations, decision-making processes, and stakeholder relationships. Through this Policy, the Company aims to create sustainable value by minimizing environmental impacts, promoting social responsibility, strengthening ethical governance, managing ESG-related risks and opportunities, and contributing positively to society.

This Policy establishes the Company's commitment to responsible business conduct in accordance with applicable laws, regulatory requirements, industry best practices, and the SEBI Business Responsibility and Sustainability Reporting (BRSR) framework.

2. Scope

This Policy applies to:

- The Board of Directors.
- Senior Management.
- All permanent, temporary, contractual, fixed-term, trainee, apprentice, probationary, and part-time employees.
- Consultants, interns, retainers, and agency personnel.
- Subsidiaries, business units, and operational locations under the Company's management or control, where applicable.
- Suppliers, vendors, contractors, service providers, business partners, and other third parties engaged by the Company, to the extent relevant to their relationship with the Company.

The Policy applies across all offices, hospitals, clinics, day care centres, warehouses, manufacturing or processing facilities, wellness centres, project sites, and other business locations operated or managed by the Company.

3. Definitions

For the purpose of this Policy:

Board means the Board of Directors of the Company.

ESG means Environmental, Social and Governance principles that guide responsible and sustainable business conduct.

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Environment includes natural resources, air, water, land, biodiversity, ecosystems, climate, and other environmental components affected by the Company's activities.

Social refers to the Company's responsibilities towards employees, patients, customers, suppliers, communities, and other stakeholders.

Governance refers to the systems, processes, policies, controls, ethics, accountability, transparency, and oversight through which the Company is directed and managed.

Stakeholders include shareholders, employees, customers, patients, suppliers, contractors, regulators, investors, lenders, local communities, and other persons or entities affected by the Company's activities.

Senior Management means officers designated by the Board or Management as responsible for implementation of this Policy.

3. ESG Policy Statement

The Company is committed to conducting its business responsibly by:

- Integrating ESG principles into strategic and operational decision-making.
- Conducting business ethically, transparently, and with integrity.
- Protecting the environment and promoting efficient use of natural resources.
- Creating a safe, diverse, inclusive, and respectful workplace.
- Protecting the interests of patients, customers, employees, investors, suppliers, and communities.
- Promoting responsible procurement and sustainable supply chains.
- Complying with all applicable legal, regulatory, and governance requirements.
- Continuously improving ESG performance through measurable objectives and periodic reviews.

3.1 Legal and Regulatory Compliance

The Company is committed to conducting its operations in compliance with all applicable environmental laws, regulations, standards, permits, consents, licences, and statutory requirements.

- The Company shall:
- Identify and comply with applicable environmental requirements relevant to its operations.
- Obtain, maintain, and renew necessary environmental approvals, consents, permits, and authorisations, wherever applicable.
- Establish appropriate processes to monitor environmental compliance.
- Conduct periodic reviews, assessments, and audits to evaluate compliance status.
- Implement timely corrective and preventive actions for identified gaps or non-compliances.

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- Maintain appropriate records and documentation relating to environmental compliance.

3.2 Prevention of Pollution and Environmental Impact Management

The Company is committed to preventing pollution and minimizing adverse environmental impacts arising from its operations.

The Company shall endeavour to:

- Prevent, reduce, and control pollution at source through appropriate operational practices.
- Minimize emissions, discharges, and releases affecting air, water, and land.
- Reduce environmental impacts arising from operational activities.
- Manage noise, dust, and other potential environmental disturbances.
- Adopt environmentally responsible practices, processes, and technologies.
- Promote pollution prevention measures through continuous improvement initiatives.

3.3 Efficient Resource Utilization

The Company recognizes the importance of responsible resource management and shall promote efficient utilization of natural resources.

The Company shall focus on:

- Optimizing consumption of energy, water, raw materials, and other resources.
- Reducing resource wastage through operational improvements.
- Adopting efficient technologies and processes wherever feasible.
- Promoting conservation practices across business operations.
- Encouraging responsible resource usage among employees and relevant stakeholders.

3.4 Climate Change

The Company recognizes climate change as an important environmental consideration and shall endeavour to integrate climate-related considerations into its operations and business planning, wherever relevant.

The Company shall:

- Improve energy efficiency across facilities and operations.
- Promote responsible energy consumption practices.
- Reduce greenhouse gas emissions, wherever feasible.
- Explore opportunities for renewable energy adoption and cleaner technologies.
- Assess climate-related risks and opportunities affecting business operations.
- Encourage initiatives supporting long-term environmental sustainability.

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3.5 Waste Management

The Company is committed to responsible waste management and minimizing waste generation through efficient operational practices.

The Company shall:

- Follow the principles of Reduce, Reuse, Recycle, and Recover.
- Promote segregation of waste at source wherever practicable.
- Ensure proper handling, storage, transportation, treatment, and disposal of waste through authorised agencies.
- Promote recycling and recovery of materials wherever feasible.
- Minimize waste generation through process optimization and responsible consumption.
- Encourage circular economy practices across relevant business activities.

3.6 Water Stewardship and Conservation

The Company recognizes water as a critical natural resource and is committed to responsible water management.

The Company shall:

- Promote efficient and responsible water consumption.
- Implement water conservation initiatives wherever feasible.
- Encourage water recycling, reuse, and efficiency improvement measures.
- Explore rainwater harvesting and other water conservation practices where appropriate.
- Prevent contamination and ensure responsible management of wastewater.
- Monitor water-related risks and consumption patterns, wherever applicable.

3.7 Biodiversity and Ecosystem Protection

The Company recognizes the importance of protecting biodiversity and ecosystems and shall consider environmental impacts arising from its activities.

Where applicable, the Company shall:

- Minimize adverse impacts on biodiversity and natural ecosystems.
- Consider environmental factors during project planning and business expansion.
- Promote responsible land and resource utilization practices.
- Support initiatives aimed at environmental conservation.

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3.8 Sustainable Procurement and Supply Chain Responsibility

The Company recognizes the importance of responsible sourcing and shall encourage sustainable practices across its supply chain.

The Company shall encourage suppliers, vendors, contractors, and service providers to:

- Comply with applicable environmental laws and regulatory requirements.
- Adopt responsible environmental management practices.
- Promote efficient use of resources and waste reduction.
- Consider environmental performance while improving operational practices.
- Participate in sustainability-related initiatives and awareness programmes, wherever appropriate.

3.9 Employee Environmental Awareness and Engagement

The Company believes that employee awareness and participation are essential for achieving environmental objectives.

The Company shall:

- Promote awareness of environmental responsibilities among employees.
- Encourage employee participation in sustainability initiatives.
- Provide appropriate training and communication programmes on environmental practices.
- Encourage responsible consumption and resource conservation behaviour at workplaces.

3.10 Continuous Improvement in Environmental Performance

The Company is committed to continuously improving its environmental performance through a structured and proactive approach.

The Company shall:

- Establish and periodically review environmental objectives and initiatives.
- Monitor relevant environmental performance indicators.
- Evaluate opportunities for improvement through audits, assessments, and reviews.
- Adopt appropriate technologies, innovations, and best practices.
- Strengthen environmental management practices based on operational needs and regulatory expectations.

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4. Social Responsibility

The Company recognizes that responsible business practices require a strong commitment towards employees, customers, patients, suppliers, communities, and other stakeholders. The Company is committed to creating a safe, inclusive, ethical, and supportive environment while contributing positively to society.

The Company shall promote responsible social practices through employee well-being, respect for human rights, workplace safety, customer responsibility, community engagement, and responsible value chain practices.

4.1 Human Rights and Respect for Individuals

The Company respects the dignity, equality, and fundamental rights of all individuals associated with its operations.

The Company shall:

- Respect human rights and promote fair and ethical treatment of all stakeholders.
- Provide a workplace free from discrimination, harassment, intimidation, and unfair practices.
- Promote equal opportunity in employment, development, and career progression.
- Prohibit child labour, forced labour, and any form of exploitation within its operations.
- Encourage business partners, suppliers, and contractors to follow responsible labour practices.
- Address human rights concerns through appropriate grievance and reporting mechanisms.

4.2 Diversity, Equity and Inclusion

The Company believes that diversity and inclusion contribute to a positive workplace culture and improved organisational performance.

The Company shall:

- Promote equal employment opportunities based on merit, skills, qualifications, and performance.
- Encourage diversity across the workforce.
- Maintain a workplace free from discrimination based on gender, religion, caste, disability, age, ethnicity, or any other legally protected characteristic.
- Support an inclusive work environment where employees are treated with respect and dignity.
- Promote awareness and understanding of diversity and inclusion principles.

4.3 Employee Health, Safety and Well-being

The Company is committed to providing a safe, healthy, and secure workplace for employees, contractors, visitors, and other stakeholders.

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The Company shall:

- Establish appropriate occupational health and safety practices.
- Identify workplace hazards and implement preventive and corrective measures.
- Promote safe working practices across all operations.
- Provide appropriate safety training and awareness programmes.
- Encourage reporting of unsafe conditions, incidents, and near misses.
- Maintain emergency preparedness and response mechanisms.
- Promote employee physical and mental well-being initiatives.
- Comply with applicable occupational health and safety laws and requirements.

4.4 Employee Learning and Development

The Company recognizes employees as a key contributor to sustainable growth and encourages continuous learning and professional development.

The Company shall:

- Provide opportunities for skill enhancement and capability development.
- Encourage role-based training and knowledge development.
- Support leadership development and career progression.
- Promote awareness programmes relevant to employee responsibilities and business requirements.
- Encourage employees to enhance their professional capabilities.

4.5 Fair Employment Practices

The Company is committed to maintaining fair, transparent, and responsible employment practices.

The Company shall:

- Maintain transparent employment processes.
- Provide terms and conditions of employment in accordance with applicable laws.
- Promote fair and merit-based performance evaluation.
- Respect applicable labour laws relating to wages, working hours, leave, and employee benefits.
- Maintain appropriate mechanisms for employee communication and grievance resolution.

4.6 Employee Grievance Management

The Company encourages employees to raise concerns, suggestions, and grievances through appropriate channels.

The Company shall:

- Maintain accessible grievance reporting mechanisms.

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- Ensure grievances are reviewed objectively and addressed within reasonable timelines.
- Maintain confidentiality of grievance-related information.
- Prohibit retaliation against employees raising genuine concerns in good faith.
- Maintain appropriate records and review grievance trends for improvement.

4.7 Prevention of Harassment and Workplace Misconduct

The Company is committed to maintaining a workplace based on dignity, respect, and professionalism.

The Company shall:

- Maintain zero tolerance towards harassment, discrimination, and inappropriate workplace behaviour.
- Implement appropriate mechanisms for prevention and resolution of workplace complaints.
- Ensure compliance with applicable laws relating to workplace conduct.
- Promote awareness among employees regarding expected standards of behaviour.

4.8 Customer and Patient Responsibility

The Company is committed to delivering products and services responsibly while protecting the interests, safety, and trust of customers and patients.

The Company shall:

- Maintain appropriate quality and safety standards for products and services.
- Focus on customer and patient satisfaction.
- Protect customer and patient information and confidentiality.
- Provide accurate and transparent information relating to products and services.
- Address customer and patient concerns through appropriate mechanisms.
- Continuously improve service quality based on feedback and operational learnings.

4.9 Data Privacy and Information Security

The Company recognizes the importance of protecting personal, confidential, and business information.

The Company shall:

- Protect personal information and sensitive data through appropriate controls.
- Maintain confidentiality of customer, patient, employee, and business information.
- Implement appropriate information security practices.
- Promote awareness regarding data protection and cybersecurity responsibilities.
- Comply with applicable data protection and information security requirements.

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4.10 Community Development and Social Contribution

The Company believes in contributing positively to the communities in which it operates.

The Company shall endeavour to:

- Support initiatives contributing to community welfare and development.
- Promote healthcare awareness, education, and social well-being initiatives, wherever relevant.
- Encourage responsible community engagement.
- Align community initiatives with applicable laws and Company priorities.
- Monitor the effectiveness and impact of community programmes.

4.11 Responsible Supply Chain Management

The Company recognizes that responsible business practices extend across its value chain.

The Company shall encourage suppliers, vendors, contractors, and service providers to:

- Comply with applicable laws and regulations.
- Maintain ethical business practices.
- Follow responsible labour and workplace safety practices.
- Respect human rights principles.
- Adopt appropriate environmental and social responsibility practices.
- Support continuous improvement in sustainability performance.

4.12 Social Performance Monitoring and Improvement

The Company shall periodically review its social performance through appropriate measures, including:

- Employee engagement and well-being initiatives.
- Health and safety performance.
- Training and development activities.
- Diversity and inclusion initiatives.
- Grievance management.
- Customer and stakeholder feedback.
- Social impact initiatives.

The Company shall undertake continuous improvement initiatives based on performance reviews, stakeholder feedback, regulatory requirements, and business needs.

5. Governance Responsibility

The Company believes that strong corporate governance, ethical conduct, transparency, and accountability are fundamental to sustainable business growth and stakeholder confidence.

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The Company is committed to maintaining high standards of governance by establishing effective policies, processes, controls, and oversight mechanisms to ensure responsible decision-making and compliance with applicable laws and regulations.

5.1 Corporate Governance and Board Oversight

The Board of Directors shall provide strategic oversight and guidance for responsible business conduct and ESG-related matters.

The Company shall:

- Ensure appropriate governance oversight for ESG-related initiatives and commitments.
- Integrate ESG considerations into relevant business strategies, policies, and decision-making processes.
- Review significant ESG risks, opportunities, and performance, wherever applicable.
- Ensure appropriate allocation of responsibilities and resources for implementation of ESG initiatives.
- Promote accountability and transparency across the organisation.

The Board may assign ESG oversight responsibilities to an appropriate Board Committee or designated management function, as considered appropriate.

5.2 ESG Governance Structure

The Company shall establish an appropriate governance framework to support effective implementation of ESG initiatives.

The governance structure may include:

Board of Directors

The Board shall:

- Provide overall oversight and strategic direction.
- Review significant ESG matters, risks, and performance, wherever applicable.
- Ensure alignment of ESG initiatives with business objectives.

Senior Management

Senior Management shall:

- Implement this Policy and related ESG initiatives.
- Allocate appropriate resources and responsibilities.
- Monitor ESG performance and compliance.
- Promote ESG awareness across business functions.

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Business Functions

Functional and Business Heads shall:

- Implement ESG practices within their respective areas.
- Ensure compliance with applicable requirements.
- Identify and manage ESG-related risks relevant to their operations.
- Support achievement of ESG objectives.

Employees

Employees shall:

- Understand and comply with applicable ESG requirements.
- Support responsible business practices.
- Report concerns, risks, or non-compliance through appropriate channels.

5.3 Ethical Business Conduct

The Company is committed to conducting business with honesty, integrity, fairness, and transparency.

The Company shall:

- Conduct business activities in an ethical and responsible manner.
- Maintain appropriate standards of professional conduct.
- Avoid practices that may compromise integrity or stakeholder trust.
- Ensure decisions are made objectively and responsibly.
- Encourage employees and business partners to follow ethical business practices.

5.4 Code of Conduct

The Company shall maintain appropriate standards of conduct applicable to Directors, employees, and relevant stakeholders.

The Company shall:

- Promote ethical behaviour and accountability.
- Communicate expected standards of professional conduct.
- Ensure compliance with applicable internal policies and procedures.
- Take appropriate action in case of violations or misconduct.
- Periodically review and update standards of conduct based on regulatory and business requirements.

5.5 Anti-Bribery and Anti-Corruption

The Company follows a zero-tolerance approach towards bribery, corruption, fraud, and unethical business practices.

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The Company shall:

- Prohibit offering, giving, receiving, or soliciting improper benefits or advantages.
- Conduct business dealings in a fair and transparent manner.
- Maintain appropriate controls to prevent unethical practices.
- Ensure employees and business partners understand applicable requirements.
- Take appropriate corrective action in case of violations.

5.6 Conflict of Interest

The Company expects Directors, employees, and relevant stakeholders to act in the best interests of the Company.

The Company shall:

- Identify and appropriately manage actual, potential, or perceived conflicts of interest.
- Require disclosure of conflicts wherever applicable.
- Ensure business decisions are taken objectively and transparently.
- Maintain appropriate processes for review and resolution of conflicts.

5.7 Whistleblower and Speak-Up Mechanism

The Company encourages employees and stakeholders to report genuine concerns regarding unethical practices, misconduct, violations of policies, or legal requirements.

The Company shall:

- Maintain appropriate channels for reporting concerns.
- Ensure confidentiality of information received.
- Protect individuals raising concerns in good faith from retaliation.
- Ensure reported matters are reviewed and investigated appropriately.
- Take corrective actions based on investigation outcomes.

5.8 Regulatory Compliance and Legal Obligations

The Company is committed to complying with all applicable laws, regulations, statutory requirements, and regulatory obligations.

The Company shall:

- Identify applicable legal and regulatory requirements.
- Establish processes to monitor compliance.
- Maintain necessary approvals, registrations, licences, and records.
- Address identified compliance gaps through appropriate corrective actions.
- Promote awareness of regulatory responsibilities among relevant employees.

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5.9 Enterprise Risk Management

The Company recognizes the importance of identifying and managing risks that may affect business sustainability and stakeholder value.

The Company shall:

- Maintain appropriate risk management processes.
- Identify ESG-related risks and opportunities, wherever relevant.
- Assess operational, environmental, social, financial, and governance-related risks.
- Develop mitigation measures and monitoring mechanisms.
- Periodically review the effectiveness of risk management practices.

5.10 Internal Controls and Assurance

The Company shall maintain appropriate internal controls to support effective governance, compliance, and operational efficiency.

The Company shall:

- Establish appropriate policies, procedures, and control mechanisms.
- Conduct internal reviews and assessments as required.
- Monitor effectiveness of controls.
- Address identified weaknesses through corrective actions.
- Promote accountability and continuous improvement.

5.11 Responsible Data Management and Cybersecurity Governance

The Company recognizes information security and responsible data management as important components of governance.

The Company shall:

- Protect confidential and sensitive information.
- Maintain appropriate cybersecurity measures.
- Promote responsible handling of data.
- Implement controls for prevention of unauthorized access, misuse, or loss of information.
- Ensure compliance with applicable data protection requirements.

5.12 Responsible Procurement and Third-Party Governance

The Company expects suppliers, vendors, contractors, and business partners to follow responsible business practices.

The Company shall:

- Promote fair and transparent procurement practices.

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- Encourage suppliers to comply with applicable legal, environmental, social, and ethical requirements.
- Evaluate third-party risks, wherever applicable.
- Promote responsible sourcing practices.
- Maintain appropriate vendor management processes.

5.13 Transparency, Reporting and Disclosure

The Company is committed to transparent and responsible reporting of relevant ESG and sustainability information.

The Company shall disclose information in accordance with applicable requirements, including:

- Companies Act, 2013.
- SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.
- SEBI Business Responsibility and Sustainability Reporting (BRSR), where applicable.
- Other applicable statutory and regulatory requirements.

The Company shall endeavour to maintain accuracy, reliability, and transparency in ESG-related disclosures.

5.14 Continuous Improvement in Governance Practices

The Company shall continuously strengthen governance practices through:

- Periodic review of policies and procedures.
- Monitoring regulatory developments.
- Strengthening internal controls.
- Enhancing employee awareness and training.
- Adoption of appropriate governance practices.
- Review of stakeholder feedback and emerging risks.

6. Reporting and Disclosure

The Company is committed to maintaining transparency and accountability in relation to its Environmental, Social and Governance (ESG) performance.

The Company shall monitor, evaluate, and disclose relevant ESG-related information in accordance with applicable legal and regulatory requirements, internal governance processes, and stakeholder expectations.

The Company may disclose ESG-related information through appropriate channels, including:

- Annual Reports.
- Business Responsibility and Sustainability Reports (BRSR), where applicable.

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- Corporate disclosures and regulatory filings.
- Sustainability-related communications, wherever required.
- Other disclosures mandated under applicable laws and regulations.

The Company shall ensure that ESG disclosures are prepared with appropriate oversight, accuracy, consistency, and transparency.

Such disclosures may include information relating to:

- Environmental performance and sustainability initiatives.
- Resource conservation and operational efficiency.
- Climate and environmental risk considerations.
- Occupational health and safety performance.
- Employee-related initiatives and welfare measures.
- Diversity, inclusion, and workplace practices.
- Community development initiatives.
- Governance practices, ethics, compliance, and risk management.

The Company shall comply with applicable disclosure requirements, including:

- Companies Act, 2013.
- SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.
- SEBI Business Responsibility and Sustainability Reporting (BRSR), where applicable.
- Other applicable statutory, regulatory, and reporting requirements.

7. Responsibility

Every employee of the Company is responsible for complying with this Policy and supporting environmentally responsible business practices.

Business Heads shall ensure effective implementation of this Policy within their respective functions.

8. Review of Policy

The Board of Directors or its authorised Committee to ensure shall review this Policy periodically:

- Continued relevance and effectiveness.
- Alignment with applicable laws and regulatory requirements.
- Alignment with evolving business priorities and stakeholder expectations.
- Adequacy of ESG governance practices and implementation mechanisms.

The Company may update this Policy based on regulatory changes, operational requirements, emerging ESG risks, business developments, or opportunities for continuous improvement.

JEENA SIKHO LIFECARE LIMITED

120+ AYURVEDA CLINICS & HOSPITALS | FREEDOM FROM 2D DISEASES & DRUGS

Registered Office Address:

SCO-11, Kalgidhar Enclave, Baltana, Zirakpur,
Punjab-140604, 01762-513185
CIN NO.: L52601PB2017PLC046545

Corporate Office Address:

B-26, Opp. Metro Pillar No. 223, Rohtak Road,
New Multan Nagar, Delhi - 110056
Email ID: cs@jeenasikho.com | www.jeenasikho.com



Health | Wealth | Happiness

9. Amendment

The Company reserves the right to amend, modify or replace this Policy at any time in accordance with applicable laws, regulatory requirements and business needs.

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