

POOLING FOR A BETTER PLANET



**SUSTAINABILITY
COMMUNICATION PLAYBOOK | FY 23-24**

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≡ Message from the Founder

At LEAP India, sustainability is more than a commitment—it's a cornerstone of how we create value for our stakeholders and the planet. As we navigate the rapidly evolving business landscape, we remain steadfast in our vision to drive positive environmental, social, and economic outcomes through our innovative solutions and responsible practices.

This year, we made significant strides in aligning our operations with the principles of sustainability. By investing in circular economy solutions like pooled pallets and crates, we've enabled businesses to reduce waste, optimize logistics, and minimize environmental impact. These efforts helped reduce CO₂ emissions and fostered a culture of efficiency and resource stewardship across our value chain. None of this progress would have been possible without the trust and collaboration of our stakeholders—our employees, customers, vendors, and partners.

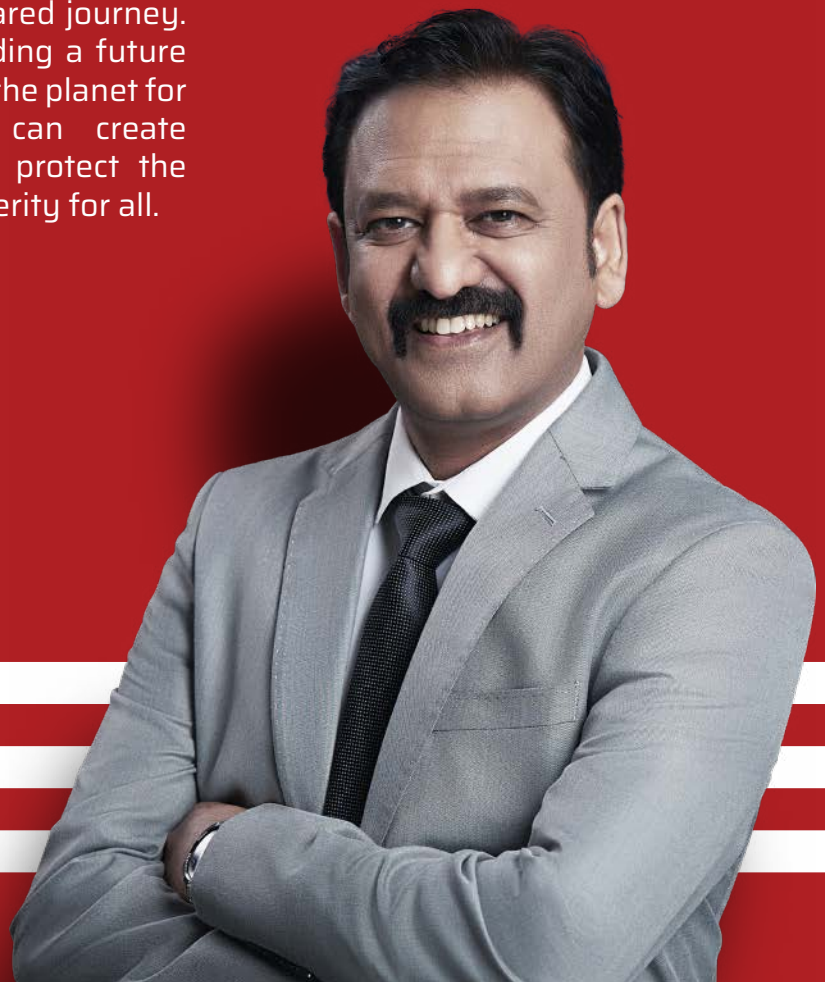
We are mindful of the challenges ahead. Achieving net-zero operations, scaling our sustainability initiatives, and enhancing supply chain resilience will require continuous innovation and collaboration. To start the journey, in 2025 we aim to:

- To make a stride towards reducing Scope 1, 2, and 3 emissions across our operations by finalising detailed roadmap and process-related improvement.
- Deepen our commitment to ESG principles by transitioning to a Circular Economy, upholding the Highest Standards of Business Ethics, Governance, and Compliance, building a Sustainable Supply Chain, and developing Integrated and Innovative solutions by setting ambition and targets for the said topics.
- Expand the use of life cycle assessment tools, such as our Product Carbon Footprint (PCF) model, to suffice the demand of Customers for low-carbon pallets but also help LEAP to innovate further and develop more sustainable products.
- Develop tools like the real-time sustainability calculator to empower our customers to quantify their sustainability impact.

Sustainability is not just a goal—it's a shared journey. At LEAP India, we are committed to building a future where businesses thrive while preserving the planet for generations to come. Together, we can create innovative solutions that improve lives, protect the environment, and ensure long-term prosperity for all.

Sunu Mathew

Founder & Managing Director
LEAP India



About LEAP India

Established in 2013 with a mission of quality supply chain solutions in mind, LEAP, or 'Leading Enterprise in Asset Pooling', has forged the path ahead with the most exceptional level of execution, planning and management tailored for our esteemed customers across the country.

Since its inception in 2013, LEAP India has driven a wide range of supply chain industries across the country via products, and customised supply chain solutions, that have considerably reduced transportation costs, aimed for lesser wastage, minimal inventories, and heightened efficiencies in the Supply Chain Management workflow. The reason why customers prefer LEAP is because of the unmatched quality in the Pooling and Supply Chain solutions. Better quality solutions and innovations, including dependable warehousing solutions, have been the top priority in protecting the clients' cargo.

LEAP India now holds the lion's share of the market in Asset Pooling and has delivered quality supply chain solutions via 33 Fulfillment Centres, 9 manufacturing plants, 11 million total managed assets spread across the country. It has created a niche in the Supply Chain industry and has established a brand that carries immense trust from everyone associated with it.



≡ Group Information



OUR VISION

At LEAP India, we aim to take the business of tech-enabled asset pooling beyond Indian geography and be no.1 in any market LEAP operates thereby delivering a sustainable tomorrow in the next decade.

OUR MISSION

The purpose of LEAP is to bring a two-way packaging model to the Indian Supply Chain by providing innovative solutions that reduce the operational costs of our clients, thereby increasing shareholder value.



OUR PRESENCE

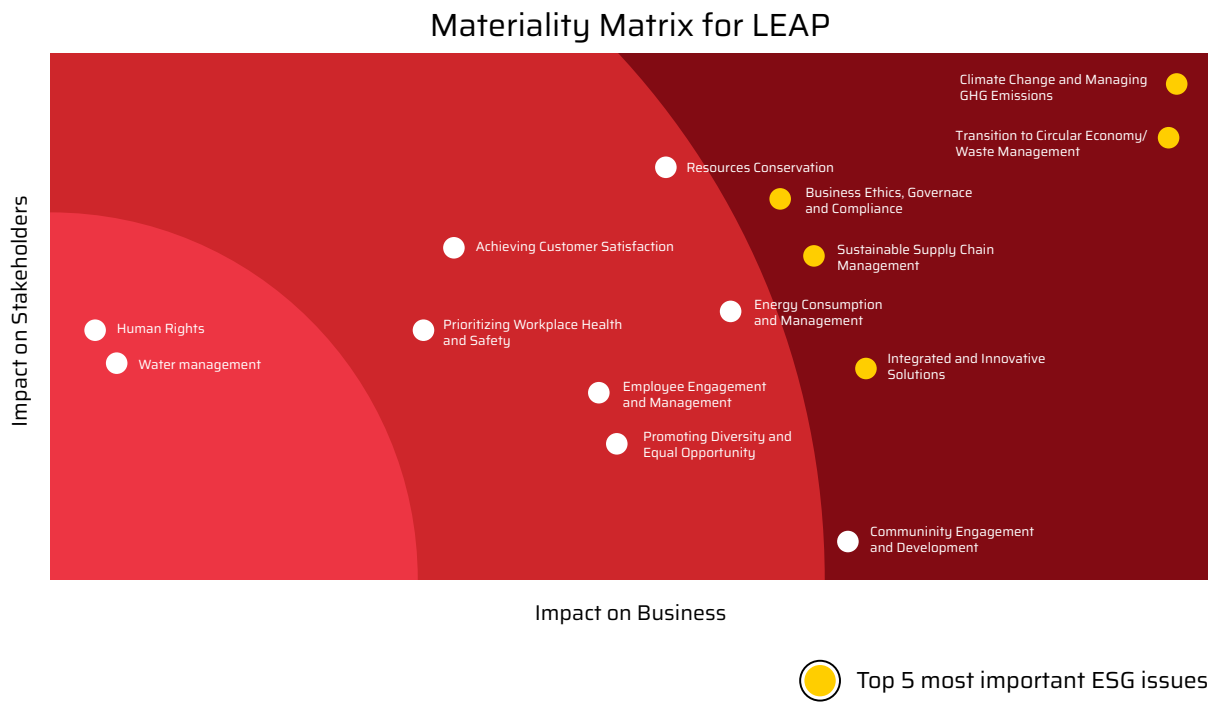
We began our operations in 2013, and within a short span, LEAP has created a significant PAN India presence. It is currently the #1 Supply Chain Asset Pooling Company in India. LEAP India currently has 22 Fulfillment Centres.



Materiality Assessment

In 2024, we conducted a materiality assessment to better understand, act, and communicate on ESG topics. The materiality assessment is completed in accordance with international standards, including thorough desk research of industry, customers' and public data as well as multiple interviews with stakeholders, prioritising material issues according to business impacts and importance to stakeholders and validating the material issues by senior executives.

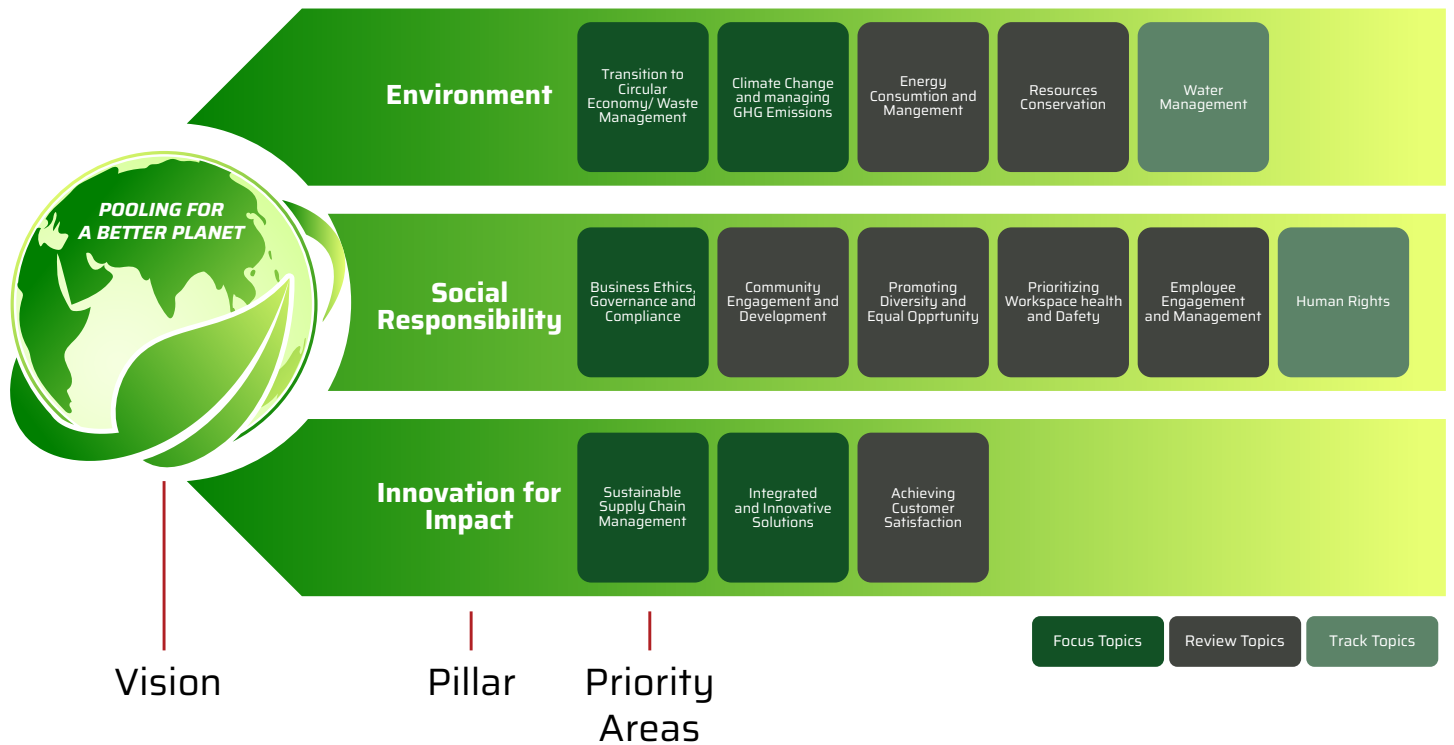
Through our materiality process, we have identified the following priority ESG topics that matter most to LEAP India:



The top 5 most important sustainability issues, circled in the graph shown, have been selected based on ESG standards and regulations requirement analysis, LEAP current state analysis, internal and external interviews and peer benchmarking.

For Community Engagement and Development, since the impact on stakeholders is very low, we have not considered it among the top 5 key material sustainability issues. These 5 topics have been selected for defining ambition levels, targets and KPIs. While LEAP India has prioritized 5 out of the 14 material topics to incorporate into its ESG strategy and roadmap, the Company will continue to track and review its activities across the other issues, given their role in strengthening environmental stewardship and social impact and staying accountable.

LEAP India Sustainability Framework



Through our sustainability framework, we have a positive impact on the Sustainable Development Goals (SDGs).

LEAP India actively collaborates with key players across the supply chain industry to understand stakeholder needs, address concerns, and proactively identify risks and opportunities. This integrated approach ensures that the Company continually enhances operational efficiency and resilience while strengthening mutual trust and alignment with its stakeholders.



≡ Sustainability Ambitions

LEAP India is making progress in several sustainability areas and has identified material topics across ESG pillars along with ambition as per the below table in 2024:



Ambition and Goals:

To accelerate the transition to a net-zero emissions future by 2050.

Short-term plan (0-3 years):

- Procure grid-based electricity from renewable alternatives.
- Shift fossil fuel-based vehicles at the sites to electric vehicles powered by renewable electricity.
- Identify physical and transition climate risks against LEAP operations.
- Design Green procurement policy.
- Enhance the processes of HR, Procurement, IT, Strategy, Operations, and Communication to drive Net Zero ambition across organisation.
- Explore climate change-specific initiatives/partnerships.
- Define Internal Carbon pricing and integrate it into the existing Capex approval system for LEAP.

Long-term plan (beyond 3 years):

- Incorporate environmental considerations into all stages of the procurement cycle, from needs assessment to contract management for all suppliers.
- Implementation of an updated capex approval system for implementing decarbonization initiatives.
- Integrate Climate risk Assessment into Decision-Making.
- Implementation of the engagement with Climate-related initiatives.



Ambition and Goals:

Transition to a Circular Economy Model Across the Entire Value Chain.

Short-term plan (0-3 years):

- Conducting detailed analysis of all waste streams and setting up processes to track waste from generation to final disposal.
- Defining KPIs like Recycling rate, Disposal rate, Landfill diversion rate, Incineration with Energy Recovery Rate, and Waste Generation Rate for Waste Characterization.
- Establishing a Baseline and Current Coverage to determine the existing EPR coverage (Agreement, take back mechanism, etc.). Strengthening collection and take-back infrastructure.
- Building strong relationships with these potential suppliers to ensure a reliable supply of recyclable materials.
- Conducting Pilot studies on waste-to-energy options for non-recyclable and non-compostable waste to reduce landfill disposal and collaborate with local composting facilities to process organic waste and create valuable compost.

Long-term plan (beyond 3 years):

- Collaboration with the suppliers on the supply of improved recyclable content in raw materials.
- Develop a user-friendly online portal where customers can access information about the EPR program, find drop-off locations, track their returns, and potentially receive rewards.
- Regularly monitoring and tracking the percentage of recycled and renewable materials used in manufacturing.



Ambition and Goals:

To establish and maintain strong ethical and responsible business processes and ensure fair and just resolution of complaints and concerns.

Short-term plan (0-3 years):

- Defining the Ethics committee's purpose, which aligns with the LEAP's overall sustainability vision and goals.
- Develop comprehensive ESG policies that address the ESG strategy of LEAP and ensure policies are aligned with relevant frameworks and standards (GRI, DJSI, EcoVadis, TCFD, BRSR, etc.). Conducting a gap analysis to determine what future ESG data collection system should look like for LEAP.
- Defining Stakeholders, identifying potential grievances and designing a neutral body or individual to handle investigations and resolutions.
- Evaluating current reporting mechanisms for human rights and POSH violations, identifying gaps, and understanding why incidents go unreported or are not effectively addressed.
- Develop standardized data collection templates and protocols, train employees on how to collect and report ESG data and establish clear roles and responsibilities for data collection.

Long-term plan (beyond 3 years):

- Equipping staff with the knowledge and skills to handle grievances effectively and impartially.
- Integrating the ESG data system with existing IT systems, implementing data quality checks and validation procedures to ensure the accuracy and completeness of data in the technology system.
- Regularly monitor the effectiveness of the mechanism by tracking the number of grievances received, resolution times, and stakeholder satisfaction.
- Conducting periodic reviews, engaging independent experts to evaluate the effectiveness of the reporting mechanism and provide recommendations for improvement.



Ambition and Goals:

To gain a clear understanding of the significant suppliers within the LEAP supply chain and to ensure that LEAP's suppliers align with its ethical and social values of LEAP.

Short-term plan (0-3 years):

- Establishing specific criteria for identifying critical and significant suppliers.
- Conducting data collection and analysis to identify potential critical and significant suppliers.
- Conducting regular training sessions for suppliers on the code and its importance.
- Engaging and collaborating with Suppliers to communicate certified wood sourcing goals.
- Implementing a robust CoC (Chain of Custody) system to track certified wood throughout your supply chain.

Long-term plan (beyond 3 years):

- Establishing a process for regularly reviewing and updating the list of critical and significant suppliers.
- Conducting self-assessment for suppliers on compliance against code of conduct implementation.
- Monitoring of CoC (Chain of Custody) system and updating based on need.



Ambition and Goals:

To leverage innovative tracing and tracking technology to ensure the highest level of accuracy in GHG emissions data, thereby enabling informed decision-making and sustainable practices.

Short-term plan (0-3 years):

- Evaluating current GHG data collection and reporting processes, identifying gaps in data accuracy, completeness, and consistency.
- Researching and evaluating available digital tools for GHG emissions management and considering factors like data integration capabilities, automation features, reporting functionalities, and user-friendliness during the selection of tools.
- Define scope, data requirements, and technical architecture for the decision-making dashboard. Develop a functional architecture for integrating data from various sources into a centralized database or platform.
- Deploy selected digital tools across relevant departments and facilities. Provide comprehensive training to all users on tool usage and data entry protocols.

Long-term plan (beyond 3 years):

- Building and testing the core functionalities of the decision-making dashboard for optimizing GHG emissions.
- Establishing feedback loops with data providers and users to address data quality issues related to GHG management.
- Deploying the decision-making dashboard and expanding its capabilities.



≡ Managing Environmental Impact

Even though LEAP India plays a significant role in transportation for companies in India by offering a range of services that optimize supply chain efficiency and reduce costs, transportation is also deemed to be considered a harder-to-abate sector, contributing 14% of total greenhouse gas (GHG) emissions in India. With a dual objective of improving supply chain efficiency and reducing GHG emissions, in 2024, LEAP India has baselined GHG emissions across its operation and has also developed a decarbonization roadmap to contribute towards a greening environment.

CLIMATE CHANGE

In 2024, the LEAP developed a climate strategy aiming to achieve net-zero greenhouse gas emissions by or around 2050.

The Company is undertaking a multi-pronged approach to reduce GHG emissions and strengthen sustainable practices across its operations.



Achievements in 2024 and before

In 2024, we embarked on our Net Zero journey and developed a high-level plan outlining the key phases and corresponding initiatives:

i. Expansion Phase

- Procure grid-based electricity from renewable alternatives.
- Shift fossil fuel-based vehicles at the sites to electric vehicles powered by renewable electricity.
- Any new project development should consider renewable power procurement costs as well as EV costs in the tariff to ensure no additional cost impact.
- Procure low carbon upstream and downstream transportation for purchase of inventory and leasing of assets.

ii. Transition Phase

- Continue to roll out renewable energy for electricity consumption from renewable sources.
- Have more EVs at the sites and deploy HVO as a substitute for diesel consumption for the generator sets.
- Procure low-carbon products and services including procuring in-house manufactured low-carbon solar modules.
- Inbound and outbound logistics are to have zero carbon. Identify ways and means to continuously optimise logistics to minimise transport-related emissions.

iii. Net Zero Phase

- Regular revision of targets and actions to keep a check on the target.
- No use of diesel and look for only alternative low-carbon sources.
- More procurement of low-carbon products and services. With the global supply chain also decarbonising, the availability of such products and services will become common.
- Logistics need to be zero carbon over the long term.
- Continuously optimise logistics to minimise transport-related emissions.

Development of Product Carbon Footprint (PCF) Certification Roadmap

To move the needles further towards Product Stewardship, LEAP India is developing a Product Carbon Footprint (PCF) model aligned with ISO 14067:2018 to assess sustainability impacts for its Wooden Pooled Pallet product across the entire life cycle of the product (Cradle-to-Cradle). The idea is to suffice the demand of Customers for low-carbon pallet, but also help LEAP to innovate further and develop more sustainable products.

Design of Sustainability Calculator Initiative

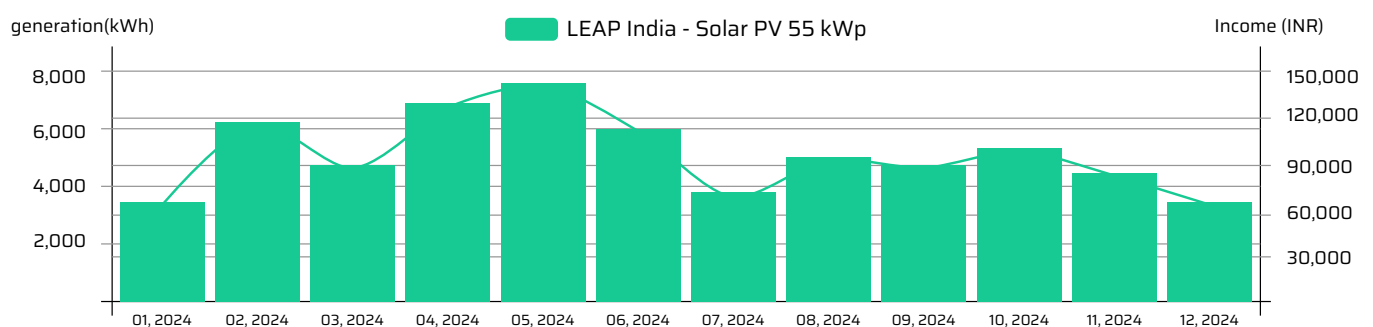
To adhere to the inherent principles of Product Stewardship, LEAP India is also developing a real-time sustainability calculator which would allow prospective customers to input their data and receive instant sustainability numbers. LEAP aims to use this tool to bring value to its customers by quantifying impact in line with recognized frameworks.

Solar

Bhiwandi Fulfillment Centre

Type: On-Grid Solar System connected to utility grid allowing to send excess solar energy back to the grid and receive credits in return.

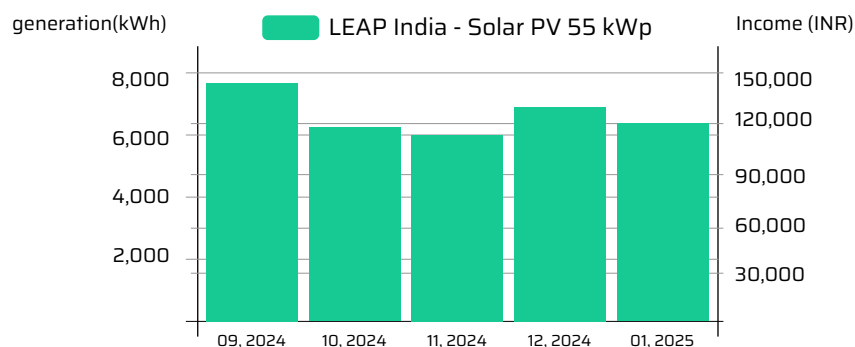
Capacity: 55 KwP



Hyderabad Fulfillment Centre

Type: Zero Export Device (Not net metering) system to generate electricity for self-consumption only, without exporting any excess power to the grid.

Capacity: 55 KwP



Sustainable Transport

Fleet Transition

EMISSION TYPE	CNG	DIESEL
CO ₂ Emissions	1.8 kg CO ₂ /kg	2.6 kg CO ₂ /liter
NO _x Emissions	0.5 < 1 g/km	1.6 - 2.0 g/km
particulate Matter	none	0.02 g/km
Sulfur Oxides	Very low	Higher

- For every unit of energy produced, CNG contributes 30% less CO₂ than diesel.
- Diesel engines produce up to twice the NO_x emissions of CNG.

FOR LEAP DEDICATED VEHICLES	CNG	DIESEL
Distance in Kms (per vegicle per month)	3,000	3,000
nitro Gas grams/km (per vegicle per month)	1,500 - 3,000	4,800 - 6,000
CO ₂ Gas grams/km (per vegicle per month)	675	1,300

Fleet Electrification

As part of our strategy to enhance fleet sustainability, we are advancing the adoption of electric vehicles (EVs) for transportation assets with a capacity of 6 tonnes or below. This transition is expected to substantially reduce fuel consumption and emissions, reinforcing our broader ESG commitments while simultaneously improving operational efficiency.

Emissions Comparison

NO. OF DIESEL VEHICLES	DISTANCE COVERED/MONTH	NO ₂ IN GRAMS/KM	CO ₂ IN KGS
32	3000 kms	1,53,000 - 1,92,000	41,600

VEHICLE TYPE	NO. OF VEHICLES	DISTANCE COVERED/MONTH	NO ₂ IN GRAMS/KM	CO ₂ IN KGS
Diesel	20	3000 km	96,000 - 1,20,000	26,000
CNG	11	3000 km	16,500 - 33,000	7,425
Electric	1	2600 km	0	0

TRANSITION TO CIRCULAR ECONOMY/ WASTE MANAGEMENT

LEAP employs a circular pooling model, where high-quality pallets are shared across manufacturers, distributors and customers. Our customers rent LEAP pallets from this pool of shared equipment and then we recover and repair those pallets to ensure that our customers receive their pallets as and when needed.

Lumber Procurement: LEAP procures PEFC/FSC-certified lumber from sustainable forests in Germany, Eastern Europe, and Russia.

Integration of Recycled Plastics: In alignment with our sustainability objectives and commitment to environmental stewardship, we are progressively incorporating recycled plastics in our plastic products. This initiative is designed to reduce carbon emissions, decrease dependence on virgin plastics, and promote a more circular and responsible supply chain. By embedding sustainability into our framework, we ensure that environmental responsibility coexists with uncompromised product quality and performance.

Asset Tracking: LEAP has a strong IT-enabled asset tracking capability which uses RFID tagging through which all movements of assets are monitored and accounted for across all operational locations.

Asset Conditioning: LEAP maintains high-quality standards to ensure the reusability of assets in the ecosystem.

To further enhance the Circular Pooling model in its operations, LEAP has taken an ambitious target to transform the circular economy relevant to the LEAP business context. A few initiatives include:

1. Net Zero waste to landfill for its own and subcontracted locations
2. Increase the recycled or renewable content in the Pallet
3. Extension of Extended Producer Responsibility to all customers

Achievements in 2024 and before

LEAP India is committed to reducing single-use packaging usage which is imperative to mitigating the environmental damage it's causing. Our landfills are limited. A big chunk of the packaging waste is sent to the landfills which means it is disposed of directly into our environment. Reducing single-use plastics and increasing the usage of reusable/biodegradable materials would be a great relief for waste-management systems in India.

Reducing the amount of single-use packaging would inherently decrease the demand for natural resources. LEAP India believes in creating new materials from existing sources. This naturally reduces the use of energy when compared to using raw materials. Recycling processes use up to two-thirds less energy than traditional manufacturing, which significantly reduces the dependency on the traditional power grid.



≡ Strengthening Social Value Creation

LEAP India is strengthening social value creation through a focus on material topics like business ethics, governance, and compliance is not just the right thing to do, but it is also a smart business strategy. It builds trust, enhances stakeholder value, drives sustainable growth, and contributes to a better society.

To further strengthen Social Value Creation, LEAP has identified business ethics, governance, and compliance as a material topic in 2024, and based on Leadership ambition, LEAP has set a target accordingly. A few initiatives include:

1. Establish a formal sustainability committee.
2. Develop a system for collecting and managing ESG data across the organisation.
3. Ensure relevant ESG policies and KPIs are developed and tracked as per the requirements of ESG ratings/regulation i.e. DJSI, EcoVadis, BRSR.
4. Setting up of grievance redressal mechanism for LEAP stakeholders and reporting of incidents.
5. Incorporation of sustainability metrics into employee performance reviews and incentive structure.

Achievements in 2024 and before



Seekho L&D Initiative Talent Training

Our L&D initiative, 'SEEKHO' offers function and skill development to our employees. It helps us calibrate our existing employees and orient recruits adequately about environmental education and our sustainable supply chain pooling solutions that positively impact the environment. At LEAP, we empower our talent pool with the required knowledge and train them to apply sustainable management practices in our business processes.



Social Value Creation

LEAP India is committed to holistic development through its focus on safe operations, people-centric policies, customer satisfaction, and strategic collaborations, by leveraging cutting-edge technologies alongside comprehensive crew training and crisis management frameworks. Its people-first approach integrates flexible recruitment, structured career development, and a dynamic learning culture while embedding diversity, equity, and inclusion into the organisational ethos. The Company proactively partners with impactful organisations with shared ESG purposes to advance its progress towards a sustainable supply chain.



People Management

LEAP India recognises that its people are the cornerstone of its success, driving the organisation's Vision and Mission. As an Equal Opportunity Employer, the Company upholds a strong commitment to human rights, employee well-being, and diversity, equity, and inclusion (DEI). Company upholds integrity and accountability as essential principles for fostering trust with clients and ensuring sustainable business practices. Guided by a well-defined Code of Conduct, all employees are expected to adhere to the highest ethical standards in their professional activities.



Diversity

LEAP India values the richness of perspectives that come from its diverse workforce, spanning multiple geographies, genders, and backgrounds.



Inclusive Hiring

LEAP India has adopted a balanced approach to recruit talent from diverse sub-groups. The Company also places significant importance on developing women leaders and professionals. The focus on creating a diverse and welcoming workplace is for where everyone feels valued, respected, and has equal opportunities to succeed.



Learning and Development

LEAP India has designed targeted training programmes based on a unique bottom-up approach. Employees and peers identify areas requiring training interventions, ensuring development initiatives are both relevant and impactful. In addition to formal training, employees benefit from on-the-job learning, job rotation, and participation in cross-functional projects.



Employee Well-Being

LEAP India provides its employees with a comprehensive array of benefits and opportunities, including competitive salaries, extensive healthcare coverage, and a well-structured training and development programme. Additionally, the Company recognises and rewards hard work and has a strong focus on internal promotions to nurture talent and support career progression within the organisation.



Employee Engagement & Feedback

Engaging with employees and acting on their feedback helps LEAP India to quickly identify and resolve emerging issues, improving organisational agility and adaptability to evolving conditions. When developing and reviewing HR policies, the Company incorporates feedback from employees and considers market benchmarks to ensure policies are relevant and supportive.

The organisation uses town halls, newsletters, messaging apps, and company retreats to share strategic decisions and vital information. Senior leaders communicate updates, address concerns, and align employees with the Company's goals and values. Regular webinars and in-person sessions ensure employees stay informed about the latest developments and policies.

Snapshot of ESG Policy updates in 2024

POLICY	DESCRIPTION
Anti-Corruption Bribery Policy	Prevents any form of corruption or bribery, ensuring transparency and integrity in all business dealings.
Code of Business Conduct & Ethics	Establishes guidelines for ethical behaviour, fairness, and compliance with laws in all organizational activities.
CSR Policy	Integrates social responsibility into business operations, focusing on community development, environmental protection, and societal well-being.
EHS Policy	Ensures compliance with environmental, health, and safety standards to protect employees, communities, and the environment.
Equal Opportunity Policy	Promotes diversity and inclusivity by ensuring a workplace free from discrimination based on race, gender, age, or other characteristics.
Gifts Hospitality Policy	Provides guidelines for accepting or offering gifts and hospitality to prevent conflicts of interest and maintain fairness in business relationships.
Grievance Redressal Policy	Establishes a mechanism for employees to report and resolve grievances in a fair and transparent manner.
Human Rights & Child Labour Policy	Commits to upholding human rights and prohibits child labour in all operations, ensuring ethical practices across the organization.
Vendor Code of Conduct	Defines ethical, labour, and environmental standards for vendors, ensuring alignment with the company's values and sustainability goals.
Whistleblower Policy	Provides a confidential and safe mechanism for employees to report unethical, illegal, or unsafe practices without fear of retaliation.
Audit Checklist	A structured list used during audits to ensure compliance with internal policies, procedures, and external regulations.
Supplier Relationship Procedure	Provides guidelines for managing relationships with suppliers, ensuring ethical, fair, and sustainable practices across the supply chain.
Emergency Preparedness Plan	Outlines procedures and resources required to effectively respond to emergencies and minimize their impact on people, operations, and the environment.
Fire Evacuation Procedures	Details the steps to safely evacuate employees and visitors during a fire emergency, ensuring orderly and efficient responses.
Fire Safety Policy	Sets preventive measures to mitigate fire risks and ensure readiness to handle fire-related incidents.
Hazard Analysis, Health and Safety Risk Assessment	Identifies, evaluates, and controls workplace hazards and risks to ensure employee safety and regulatory compliance.

POLICY	DESCRIPTION
Risk Assessment Tool	A tool used to systematically evaluate potential risks and identify mitigation measures across business operations and processes.
Zero Harm Commitment	A pledge to achieve zero harm to employees, the community, and the environment through strict adherence to safety and sustainability principles.
First Aid Management SOP	A standard operating procedure for administering first aid in the workplace to address medical emergencies effectively and efficiently.
Health & Safety Management Procedure	Establishes a framework for managing workplace health and safety, including compliance with laws, hazard control, and training programs.
Identifying Unsafe Conditions & Reporting Near Miss	Establishes a process to identify, report, and address unsafe conditions and near-miss incidents in the workplace.
Incident Investigation Procedure	Defines steps to investigate workplace incidents to identify root causes and implement corrective actions.
Alcohol and Drugs Policy	Prohibits the use of alcohol and drugs in the workplace to ensure a safe and productive environment.
Procedure for Mock Drill	Outlines guidelines for conducting mock drills to prepare employees for emergency situations.
Training Plan & Program on Health & Safety	Provides a structured framework for training employees on health and safety practices.
Risk Assessment Policy	Establishes an overarching framework for identifying, assessing, and mitigating risks in organizational operations.
Risk Assessment Procedure	Details the specific steps and methodologies for conducting risk assessments.
Annual Renewal Letter	Formal documentation required for the annual renewal of employee contracts or agreements.
Employee Wedding Gift Policy	Provides guidelines for offering gifts to employees on their weddings as a gesture of goodwill and support.
Guideline - Annual Appraisal Sales	Outlines the evaluation process for sales employees' annual performance appraisals.
Guideline - Annual Appraisal Support	Outlines the process for evaluating the performance of support staff annually, ensuring fair and transparent appraisals.
Late Sitting Policy	Provides guidelines for employees working late, ensuring it is done only when necessary and that safety and well-being are prioritized.
Leave Attendance Policy	Establishes rules for employee attendance and leave management, ensuring clear communication and accountability.
Probation & Confirmation Policy	Defines the process for evaluating and confirming new employees after a probationary period based on performance and alignment with company values.

POLICY	DESCRIPTION
Rewards & Recognition Policy	Provides a framework for recognizing and rewarding employees for outstanding performance and contributions.
Training Policy	Establishes a structured approach to employee skill development through regular training programs.
Travel Policy	Provides guidelines for business travel, including cost management and sustainability considerations like using eco-friendly travel options.
Variable Payout Policy	Outlines the process for determining variable payouts based on individual, team, and organizational performance.
Work Norms	Defines standard practices and expectations for employee behaviour and productivity within the organization.
ESG Policy	Guides the company's approach to environmental, social, and governance factors in its operations and decision-making.
PPE Mandate for Fulfillment Centre and GEMS	Requires employees to wear Personal Protective Equipment (PPE) in Fulfillment Centres and GEMS facilities to ensure safety during operations.
Apex Safety Committee Charter	Defines the roles and responsibilities of the highest-level safety committee overseeing health, safety, and environment (HSE) initiatives.
ESG Committee Charter	Establishes the structure and responsibilities of the ESG committee, which guides the company's environmental, social, and governance strategies.
Data Privacy Policy	Ensures protection of personal and organizational data, defining guidelines for data collection, storage, and sharing.
IJP Policy	Internal Job Posting (IJP) policy facilitates internal mobility by allowing employees to apply for open roles within the organization.
Career Management Program	A framework to help employees plan and develop their career paths in alignment with organizational goals.
Equal Remuneration Policy	Ensures employees receive equal pay for equal work, regardless of gender, race, or other discriminatory factors.
Higher Education Policy	Encourages employees to pursue higher education by offering financial support or flexibility in work schedules.
Individual Development Program Policy	Provides a structured approach for employees to identify and work on personal and professional development goals.
POSH Policy	Prevention of Sexual Harassment (POSH) policy aimed at creating a safe and respectful workplace environment free of harassment.

INNOVATION FOR IMPACT

LEAP India places "Innovation for Impact" at the core of its operations, driving its pursuit of sustainable and efficient logistics solutions.

To further enhance the logistics solutions, LEAP perceives ESG as an important attribute to drive innovation in solutions. In 2024, LEAP has identified two material topics i.e. Sustainable Supply chain and Integrated & Innovative under this theme and has also taken an ambitious target to create differentiation for customers. A few initiatives include:

1. Ensure identification of all critical and significant suppliers.
2. Ensure all the suppliers comply with LEAP's code of conduct.
3. To develop a chain of custody to track certified wood throughout the supply chain.
4. To enhance the current track and trace system by including GHG reduction insightful dashboards in it.



≡ ESG-related process improvements

To create long-term value for stakeholders, LEAP gives importance to transforming processes related to HR, IT, Communication, Operations, Procurement, etc in order to sustain the ESG journey time for a long time.

LEAP's rapid growth and expansion into asset pooling will inevitably lead to a significant increase in overall emissions. The Operations, Human Resources (HR), Administrative (Admin), and Procurement departments are uniquely positioned to play a critical role in embedding sustainability into the organizational culture and operations, ensuring that ESG goals are met as part of LEAP's sustainable future ambition by:

- Developing Low-Carbon Commuting and Travel Policies
- Employee Upskilling for a Green Future
- Sustainability-driven Recruitment and Onboarding
- Promoting a Green Workplace Culture
- Collaborating on Facility Sustainability

To start the ESG Journey, LEAP believes that the process-related updates need to be parallelly done along with working on implementing ESG roadmaps, where Admin, HR, and Communication teams can play an important role.

Admin Team

LEAP also wants to engage the admin Team in the initial time to drive low-hanging ideas to achieve energy reduction in office energy consumption by using energy-efficient devices, educating employees on energy-saving practices, and introducing a green travel policy prioritizing rail over air and road travel and switch to lower carbon travel mode on air and road moving forward.

HR Team

In the Initial period, the HR Team will play a pivotal role in the sustainability journey by embedding ESG targets into the corporate culture, operational frameworks, and employee engagement programs.

- Talent Development and Upskilling
- Employee Engagement and Green Teams
- ESG Integration into Employee Lifecycle
- Green Commuting Options

Employee Green Initiative

The Team will develop a plan to engage employees through various activities and initiatives to help them reduce their carbon footprint both at work and at home. It will include:

- Designing challenges around energy-saving practices, waste reduction, sustainable commuting, and other eco-friendly habits.
- Regularly promoting the challenges via internal newsletters, highlighting the environmental impact of participation and offering practical tips for reducing carbon footprints.

Corporate Communications Team

The Corporate Communication department will also be vital in effectively conveying LEAP's sustainability goals, progress, and impact to foster collaboration, inspire internal and external stakeholders, and uphold the company's commitment to sustainability by:

- Internal Communication and Employee Engagement
- External Stakeholder Engagement
- Building LEAP's Sustainability Brand
- Crisis and Risk Communication

Tailored messaging for stakeholders, innovative campaigns, data-driven storytelling, and leveraging technology for collaboration will be the key pillars for LEAP India's Corporate Communication Strategy.

Corporate Communication will develop a plan for embedding decarbonisation communication into the corporate culture, operational area, and regular communication with the employees. Under communication, LEAP is further planning to include the following activities to make the LEAP ESG journey more effective for Internal and External stakeholders-

Regular communication

- Regular email updates highlighting current emissions, decarbonization targets, key initiatives, and progress.
- Utilizing cafeteria screens to showcase real-time data on LEAP's emissions, targets, and progress in decarbonization.
- Recording and/or livestream videos of Top Management speaking at forums, explaining LEAP's commitment to Net Zero and how employees can contribute.
- Creating engaging content, such as quizzes or infographics, to further educate employees on the decarbonization plans and their role in achieving these goals.

Develop Public ESG Reporting Framework

The Team will develop a plan to launch a Quarterly report detailing LEAP's decarbonization efforts, energy efficiency improvements, and carbon reduction milestones.

- Include key updates on progress towards Net Zero, significant energy efficiency initiatives, and carbon reduction achievements.
- Ensure the report aligns with recognized Environmental, Social, and Governance (ESG) reporting frameworks and standards.

Launch Green Branding Initiative

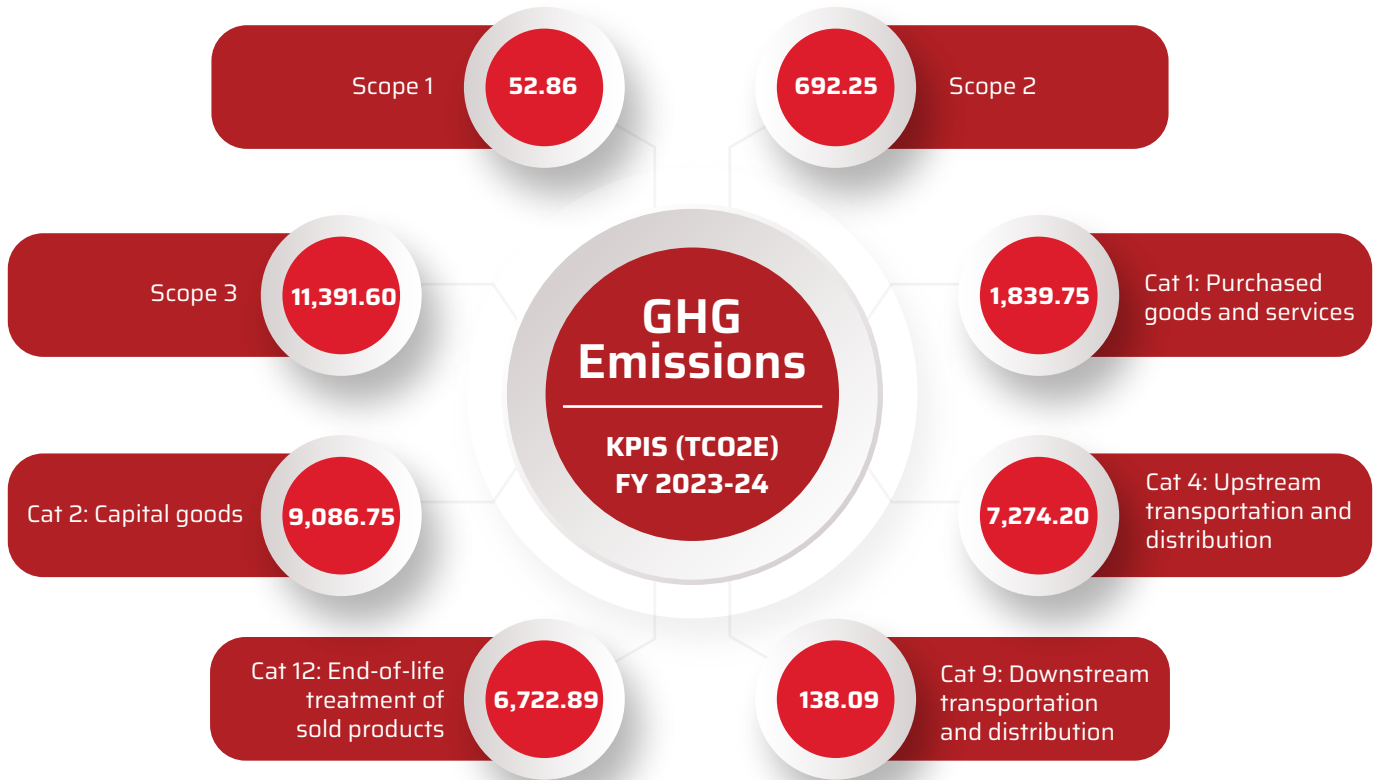
The Team is planning to align all corporate branding with sustainability messaging, ensuring LEAP's brand identity reflects its commitment to renewable energy and Net Zero emissions.

- Review and update all branding materials (website, social media, brochures, presentations) to incorporate sustainability-focused language, emphasizing LEAP's renewable energy leadership and decarbonization goals.
- Integrate eco-friendly visuals, such as renewable energy imagery and sustainability-focused design elements, across all branding assets.

Engagement with Industry Forums

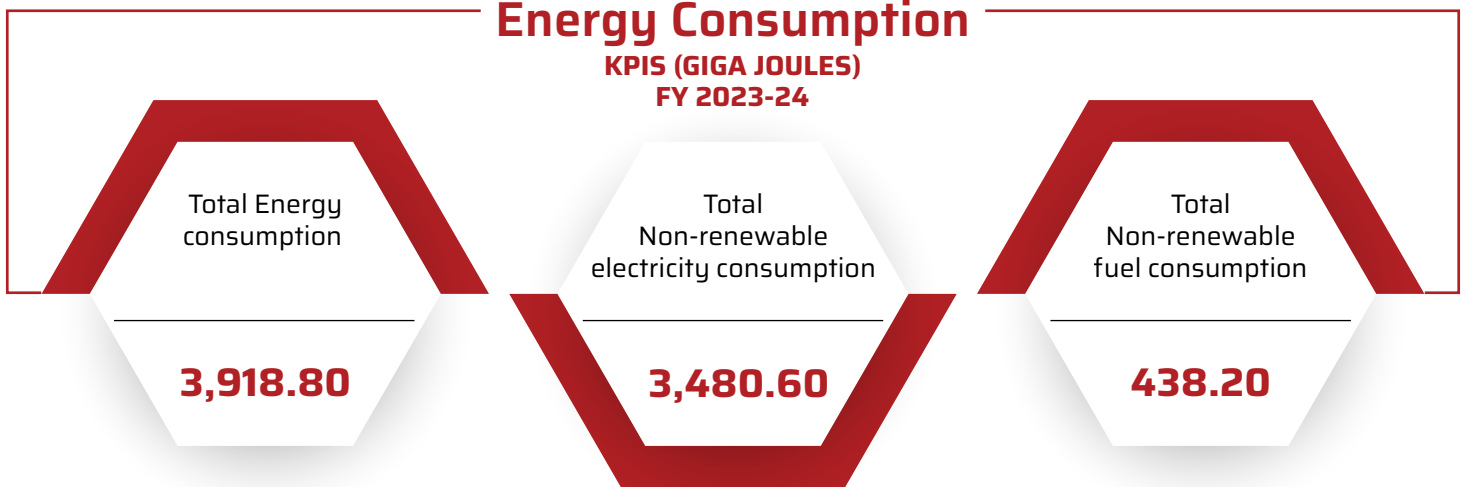
The Team will also plan to bring more opportunities for LEAP executives to participate in panel discussions, webinars, and podcasts to further enhance the company's visibility as a leader in sustainable energy.

ESG Data Annexure



Energy Consumption

KPIs (GIGA JOULES)
FY 2023-24



Labour Practices

KPIS
FY 2023-24

No. of hours worked

13,08,420

100%

Percentage of employees trained on ethics

Average hours of training per employee

36

1:22

Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees

Incidents

FY 2023-24

Whistleblower Procedure

0

Anti Bribery & Corruption

0

IT/Cybersecurity

2

Health & Safety

FY 2023-24

31.5

Number of days lost to work-related injuries, fatalities and ill health

4

Number of work-related accidents

Supply Chain Management

FY 2023-24

0

Percentage of targeted suppliers who have signed the supplier code of conduct

100

Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements