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**Approved By:** PROPRIETOR Dot. Next



## Environmental, Social & Governance (ESG) Policy

### 1. Purpose

The purpose of this policy is to define Dot Next Technologies' Environmental, Social, and Governance (ESG) commitments. It provides a structured framework to ensure ethical, responsible, and sustainable operations in IT services, software development, consulting, and support operations. This policy aligns with Indian regulatory requirements and international ESG standards to strengthen business responsibility and enhance trust with clients globally.

### 2. Scope

This policy applies to:

- All business operations of Dot Next in India and international markets.
- All employees, contractors, consultants, and business partners engaged with Dot Next.
- All client projects, vendor relationships, and community engagements.

### 3. ESG Framework

#### 3.1 Environmental Responsibility

Dot Next is committed to reducing its environmental footprint and embedding sustainability in operations.

- Promote energy-efficient practices in offices, IT infrastructure, and digital operations.
- Adopt a **digital-first approach** to minimize paper and resource use.
- Ensure responsible e-waste management through certified recyclers.
- Reduce travel-related emissions by encouraging remote work and digital collaboration.
- Comply with the **Environment Protection Act, 1986, E-Waste Management Rules, 2016**, and international sustainability norms.

#### 3.2 Social Responsibility

Dot Next upholds fairness, diversity, and human rights in all business practices.

- Provide a safe, inclusive, and non-discriminatory workplace.

- Ensure compliance with Indian labour laws and international conventions on fair work.
- Guarantee fair wages, equal opportunity, and zero tolerance for harassment.
- Invest in employee learning, professional development, and digital skills training.
- Support community development programs such as **digital literacy, coding education, and knowledge-sharing** initiatives.

### 3.3 Governance & Ethics

Dot Next operates with transparency, accountability, and integrity.

- Maintain ethical conduct in all business dealings, prohibiting bribery, corruption, or unfair competition.
- Comply with Indian legal frameworks (Companies Act, IT Act 2000, GST, labour laws) and applicable global standards.
- Protect client confidentiality and data privacy in compliance with the **IT Act, 2000 (India)** and global data protection laws (e.g., GDPR).
- Establish internal compliance controls, risk management, and ethical decision-making mechanisms.

### 4. Policy Implementation

- The **Proprietor** is responsible for overall ownership, communication, and enforcement of this policy.
- Vendors, suppliers, and partners are expected to align with Dot Next's ESG principles.
- ESG performance will be monitored through periodic **internal audits, reviews, and measurable targets**.

### 5. Grievance & Reporting Mechanism

Employees, vendors, and stakeholders may report concerns or breaches of ESG commitments confidentially through:

- **Email:** [contact@dot-next.in](mailto:contact@dot-next.in)

All reports will be reviewed by the **Proprietor**, investigated promptly, and corrective action will be taken. Retaliation against genuine whistleblowers is strictly prohibited.

### 6. Review & Continuous Improvement

- This ESG Policy will be reviewed **annually**, or earlier if required by law or business needs.
- Improvements will be made to reflect evolving ESG best practices and stakeholder expectations.

- Community and client feedback will be incorporated into ESG strategy updates.

## 7.Document Control

Version	Date	Prepared By	Reviewed By	Approved By	Changes / Remarks
1.0	01.04.2023	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Initial Release
2.0	01.04.2024	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Annual Review – Minor Edits
3.0	01.04.2025	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Added Grievance & Reporting Mechanism

**Signed:** *Ajit Hogade*  
 AJIT VIJAY HOGADE | PROPRIETOR  
 DOT NEXT TECHNOLOGIES  
 Date: 01.04.2025