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**\*ESG (ENVIRONMENTAL, SOCIAL, AND GOVERNANCE) POLICY\***

SIXTY KMPH is committed to operating responsibly and sustainably, minimizing environmental impact, promoting social good, and maintaining strong corporate governance practices.

Our Environmental, Social, and Governance (ESG) policy reflects our commitment to operating ethically while minimizing our environmental footprint, enhancing social well-being, and ensuring transparent governance practices. This policy guides our decision-making processes and daily operations, ensuring that we generate long-term value for all stakeholders, including employees, customers, communities, investors, and the environment. The ESG policy of SIXTY KMPH outlines our approach to key environmental, social, and governance issues:


**1. Environmental Responsibility**

As a transportation company, we recognize the importance of reducing our environmental impact. We are dedicated to adopting eco-friendly practices that minimize our carbon footprint, conserve resources, and promote sustainable urban mobility.

**1.1. Climate Change and Energy:**

- Set targets to reduce Scope 1, 2, and 3 greenhouse gas emissions in line with the Paris Agreement
- Efficient Route Optimization.
- Improve fleet efficiency through vehicle replacements, aerodynamic upgrades, and driver training
- Increase the use of alternative fuels like biodiesel, electric, and hydrogen vehicles

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- Invest in energy efficiency projects at facilities like lighting retrofits and solar installations
- Obtain a portion of electricity from renewable energy sources
- Optimize routing and load consolidation to reduce miles traveled

**1.2. Waste and Recycling:**

- Implement recycling programs for materials like plastics, metal, oil, and tires at all sites
- Reduce packaging waste through reusable shipping containers and precision loading digitization
- Ensure proper disposal of hazardous materials like batteries and diesel exhaust fluid

**1.3. Environmental Management:**

- Maintain an Environmental Management System certified to ISO 14001 standards
- Monitor environmental performance metrics and set continuous improvement targets
- Engage suppliers that demonstrate environmental stewardship in their operations


**1.4 Energy Conservation:**

- Ensure that company facilities, including offices and maintenance garages, operate with energy-efficient equipment and practices.
- In the process of use of solar power for all office operations.

**1.5 Collaboration for Sustainability:**

- Partner with environmental organizations and policymakers to promote sustainable transportation and urban mobility solutions.
- Engagement with the best ESG consulting firm “Mirika Consulting Group”.

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## 2. Social Responsibility

- We are committed to providing a safe, inclusive, and ethical workplace for all employees, free from discrimination, harassment, and human rights violations.
- We engage with and support the communities where we operate through philanthropy, volunteering, and local hiring.
- We maintain high safety standards to protect our employees, contractors, customers, and the general public.
- We respect labor rights and ensure fair wages and working conditions throughout our operations and supply chain.


### 2.1. **Workplace and Human Rights:**

- Promote diversity, equity, and inclusion across our workforce and leadership
- Maintain human rights and labor policies prohibiting child/forced labor, discrimination
- Ensure workplace health and safety through training, audits, and safety management systems
- Provide competitive compensation, benefits, and opportunities for career development
- Allow freedom of association and collective bargaining for employees

### 2.2. **Community Engagement:**

- Support philanthropic initiatives and volunteer opportunities in our operating communities
- Prioritize hiring and workforce development from the local communities we serve
- Engage stakeholders to understand local environmental and social impacts
- Contribute to transportation research and sustainable mobility solutions

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**2.3. Health and Safety:**

- Prioritize the health and safety of our drivers, employees, and passengers by maintaining high safety standards, regular vehicle maintenance, and thorough driver training programs.
- Maintain quality and safety standards for vehicles, equipment, and operational processes
- Properly train drivers on handling hazardous materials and safe driving practices
- Utilize technology like cameras, sensors, and telemetry to improve driver performance
- Enhance vehicle safety features and invest in active safety systems

**2.4 Fair Employment Practices:**

Ensure equal opportunities for all employees, regardless of race, gender, age, or disability. We are committed to providing a diverse and inclusive workplace with fair wages and benefits.

**2.5 Employee Development:**

Invest in the professional growth of our staff through training, skill development programs, and opportunities for career advancement.


**2.6 Customer Satisfaction:**

Maintain high levels of service quality, ensuring customer safety, comfort, and satisfaction in every ride.

**2.7 Supply Chain:**

- Ensure suppliers meet standards related to labor, human rights, safety, and environment
- Give preference to suppliers that demonstrate leadership in sustainability
- Encourage diversity among suppliers and contractors

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### 3. Governance

We uphold the highest standards of governance, transparency, and accountability. Our governance structure ensures compliance with regulations and ethical business practices, while fostering trust among stakeholders.

- We maintain robust corporate governance practices, including an independent board of directors, and strong risk management and compliance programs.
- We operate with transparency and provide accurate, timely reporting to stakeholders.
- We conduct business ethically, with zero tolerance for bribery, corruption, and anti-competitive behavior.
- We protect data privacy and maintain cyber security controls.


#### 3.1. **Ethics and Compliance:**

- Maintain a Code of Conduct prohibiting bribery, corruption, and anti-competitive practices
- Provide ethics training and whistleblower hotlines to report misconduct confidentially
- Ensure compliance with all applicable laws and regulations through policies and audits
- Protect whistleblowers who raise concerns about potentially unlawful conduct

#### 3.2. **Cyber Security and Data Privacy:**

- Implement cyber security policies, controls, and employee training to reduce risk
- Maintain a data privacy program covering employee, customer, and vendor data
- Conduct risk assessments and testing of cyber defences and incident response plans
- Obtain cyber security certifications for key systems and technologies

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**3.3 Anti-Corruption and Transparency:**

Implement strict policies against bribery, corruption, and unethical behavior. We are committed to transparency in all operations, including financial reporting and decision-making.

**3.4 Stakeholder Engagement:**

Maintain open communication with stakeholders, including employees, customers, investors, and regulators, to ensure their perspectives are incorporated into our decision-making processes.

**Disclosure and Reporting:**

- Publish an annual ESG/Sustainability report describing initiatives, metrics, and progress
- Align reporting with standards like GRI recommendations
- Obtain independent verification of ESG data and performance claims

**Implementation and Review**

To ensure the effectiveness of our ESG policy, we will:

- Regularly review and update this policy to reflect evolving best practices, stakeholder expectations, and regulatory requirements.
- Establish clear targets and metrics to track progress toward our ESG goals.
- Encourage continuous feedback from employees, customers, and other stakeholders to improve our ESG performance.

We are committed to continually improving our ESG performance and transparently reporting our progress to all stakeholders. The Executive leadership oversees the implementation of this ESG policy. We will publish an annual ESG report detailing our performance, challenges, and future goals.

By integrating ESG considerations into our strategy and day-to-day operations, SIXTY KMPH aims to create long-term value for all stakeholders while positively impacting society and the environment.

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