



ENVIRONMENT, SOCIAL AND GOVERNANCE (ESG) POLICY

ESG and Sustainability Department

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ESG POLICIES

1. Introduction

TCC Limited is a leading provider of comprehensive, end-to-end solutions in the domain of office space management. With a focus on simplifying real estate processes, TCC assists businesses in identifying the right property, negotiating with property owners, customizing spaces through expert furnishing and design, and offering ongoing management and maintenance services tailored to client needs.

Environmental, Social, and Governance (ESG) principles have become increasingly critical for businesses seeking to align with the values of modern investors and stakeholders. TCC recognizes the growing emphasis on sustainable practices, with institutional investors and clients prioritizing companies that integrate ESG into their core strategies.

By adopting ESG, TCC establishes a robust framework that reflects its commitment to sustainable business practices, ethical governance, and positive societal impact. This approach not only addresses environmental and social responsibilities but also enhances trust with stakeholders. TCC's ESG initiatives focus on embedding sound environmental practices, fostering strong social responsibility, and upholding ethical governance standards in daily operations and corporate policies.

This policy applies to all business units of TCC (I) Limited including subsidiaries, associate companies, and joint ventures that are under its control.

Through its ESG integration, TCC goes beyond traditional performance metrics, embracing non-financial indicators that demonstrate its dedication to responsible investment, sustainability, and corporate ethics. This holistic strategy reinforces TCC's position as a forward-thinking organization committed to creating long-term value while contributing positively to society and the environment. We aim to further impart this long-term value to our clients, investors and other stakeholders.

As per SEBI guidelines issued on December 20, 2024, the applicability of BRSR for the financial year 2024-25 is as follows:

- i. From FY 2023-24, BRSR Core will be mandatory for the top 150 listed entities, expanding to the top 250 in FY 2024-25, the top 500 in FY 2025-26, and the top 1000 in FY 2026-27. All disclosures must be included in Annual Reports as per SEBI's revised format.
- ii. The disclosure approach for VCPs' ESG disclosures has shifted from mandatory 'comply-or-explain' to a voluntary basis, considering data collection challenges. The timeline for ESG disclosures by the top 250 listed entities has been deferred by one year, with disclosures now starting in FY 2025-26 and assessment or assurance required from FY 2026-27. Additionally, the definition has been updated to focus on individual partners constituting 2% or more of the entity's purchases or sales by value, reducing compliance burdens.
- iii. Reasonable assurance for BRSR Core is mandatory, with assurance providers ensuring expertise, independence, and no conflicts of interest, such as offering non-assurance services to the entity.
- iv. The Board of Directors is responsible for compliance, appointing qualified assurance providers, and ensuring accurate and transparent disclosures, aligning the Company with SEBI's framework to support sustainability and long-term value creation.

ESG POLICIES

Objective

The objective of TCC's Environmental, Social, and Governance (ESG) Policy is to integrate sustainable, ethical, and transparent business practices into the company's operations. By adopting the Business Responsibility and Sustainability Reporting (BRSR) framework voluntarily, TCC aims to promote environmental sustainability, foster social impact through employee well-being and community engagement, and strengthen governance through accountability and transparency. This policy ensures compliance with relevant regulations, drives continuous improvement in ESG practices, and establishes a clear framework for transparent reporting. Ultimately, TCC seeks to build long-term stakeholder trust and contribute positively to society and the environment.

II. Scope

The provisions of this ESG Policy shall apply to all employees as well as other internal and external stakeholders of the Company including customers, upstream and downstream value-chain partners (including shareholders, investors, lenders, suppliers, vendors etc.) and the community at large (to the extent possible) across all our branches and offices.

III. Key Principles

The Business Responsibility and Sustainability Report (BRSR), which is based on the nine principles of responsible business conduct, aligns with the National Voluntary Guidelines on Social, Environmental, and Economic Responsibilities of Business (NVGs) issued by the Ministry of Corporate Affairs (MCA). These guidelines emphasize that businesses should not only be accountable but also socially, economically, and environmentally responsible. Through such reporting, the guidelines aim to encourage companies to better understand and embrace the transformation required to make their operations more responsible and sustainable. In 2019, the NVGs were revised and restructured into the National Guidelines on Responsible Business Conduct (NGRBCs). The said guidelines stipulated that the businesses should:

- **Principle 1:** Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable,
- **Principle 2:** Businesses should provide goods and services in a manner that is sustainable and safe,
- **Principle 3:** Businesses should respect and promote the well-being of all employees, including those in their value chains,
- **Principle 4:** Businesses should respect the interests of and be responsive to all their stakeholders,
- **Principle 5:** Businesses should respect and promote human rights,
- **Principle 6:** Businesses should respect and make efforts to protect and restore the environment,
- **Principle 7:** Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent,
- **Principle 8:** Businesses should promote inclusive growth and equitable development,
- **Principle 9:** Businesses should engage with and provide value to their consumers in a responsible manner.

The Company has adopted the above-mentioned nine key principles of BRSR in accordance with the SEBI Regulations.

Additionally, to strengthen our commitment to Environmental, Social, and Governance (ESG) principles, TCC aligns its operations with the International Finance Corporation (IFC) Performance Standards to ensure sustainable and responsible business practices. We integrate these standards into our policies, decision-making processes, and stakeholder engagements to mitigate environmental and social risks while promoting long-term value creation.

ESG POLICIES

Key Commitments:

1. **Risk Management** - Implement robust environmental and social risk assessments.
2. **Labour Standards** - Ensure safe working conditions, fair wages, and compliance with labour laws.
3. **Sustainability** - Optimize resource use, reduce pollution, and promote green practices.
4. **Community & Security** - Protect community well-being and engage stakeholders transparently.
5. **Biodiversity & Land Use** - Minimize environmental impact and support sustainable development.
6. **Grievance Redressal** - Maintain open dialogue and address concerns effectively.

Apart from this comprehensive compliance, TCC also commits to integrate World Bank Environment, Health and Safety Guidelines (WB EHS) into its ESG framework to ensure responsible and sustainable operations.

Key Commitments:

1. **Environmental Sustainability** - Implement energy efficiency, water conservation, and waste management best practices to minimize ecological impact.
2. **Health & Safety** - Maintain high standards of workplace and guest safety, including emergency preparedness and food hygiene.
3. **Community & Cultural Sensitivity** - Engage with local communities, respect cultural heritage, and support sustainable tourism initiatives.
4. **Compliance & Monitoring** - Regularly assess environmental and social risks, enforce EHS standards, and continuously improve operational sustainability.

IV. Our Commitment to ESG: Driving Sustainable Change

At TCC, we firmly believe that sustainable business growth and strong financial performance go hand-in-hand. Guided by this belief and underpinned by a robust governance framework, we are steadfast in our ESG commitments to drive positive change for people and the planet.

1. Environmental Commitments:

We strive to grow responsibly, decoupling our environmental footprint from business growth while amplifying our positive social impact. Focused on improving the health of our planet, our environmental priorities include:

1. Climate Action
2. Sustainability
3. Protecting and Regenerating Nature
4. Fostering a Waste-Free World

2. Social Commitments:

Through our operations and initiatives, we work to reduce social inequalities and enhance health, confidence, and well-being across communities. Our social priorities are:

ESG POLICIES

1. Promoting Positive Nutrition
2. Improving Health and Well-Being
3. Fostering Equity, Diversity, and Inclusion
4. Raising Living Standards
5. Shaping the Future of Work
6. Community & Cultural Sensitivity

3. Governance Commitments:

Integrity and respect for people and the planet are at the heart of our corporate governance practices. Our values and principles have consistently guided us, enabling us to lead responsibly and ethically. Key focus areas in governance include:

1. Integrity
2. Responsibility
3. Respect
4. Innovation and Pioneering
5. Transparency and accountability

V. Policies that guide the fulfilment of our ESG Commitment

ENVIRONMENT	SOCIAL	GOVERNANCE
Climate Risk Management Policy	Anti-Corruption and Anti Bribery	Anti-Money Laundering Policy
Disaster Management Policy	Conflict of Interest	Business Continuity Plan
Energy efficiency Policy	Creche Policy	Customer sustainability Policy
EOH&S Policy	Grievance Redressal	Fraud Detection and Prevention Policy
Product quality and safety	Human Rights Policy	IT and information Cyber security & Disaster Recovery Policy
Sustainability sourcing Policy	Insertion Material in Employee	Responsible Marketing & Ethical advertising Policy
Waste management policy Final	Public Policy Advocacy	Stakeholder Engagement Policy
Water Management Policy	Skill Development Policy	Supplier code of conduct Policy

ESG POLICIES

VI. Approach and Policy Governance for TCC

TCC's ESG policy is governed by a commitment to ethical leadership, transparency, and regulatory compliance. We integrate sustainability into decision-making, ensure stakeholder engagement, and maintain robust risk management practices. The Board oversees the effective implementation of this policy, ensuring accountability and continuous improvement in our ESG efforts through the following board committees:

1. Audit Committee
2. Nomination and Remuneration Committee
3. Stakeholders Relationship Committee
4. IT Strategy Committee
5. Risk Management Committee

VII. Core KPIs for ESG Performance at TCC

ESG ATTRIBUTE	PARAMETER	CROSS-REFERENCE TO THE BRSR
<p>Green-house gas (GHG) footprint</p> <p><i>Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard</i></p>	<p>Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)</p> <p>Total Scope 2 emissions (Break-up of the GHG (CO₂e) into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)</p> <p>GHG Emission Intensity (Scope 1 +2)</p>	Principle 6
Water footprint	<p>Total water consumption</p> <p>Water consumption intensity</p> <p>Water Discharge by destination and levels of Treatment</p>	Principle 6
Water footprint	<p>Total energy consumed <i>% of energy consumed from renewable sources</i></p> <p>Energy intensity</p>	Principle 6

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ESG ATTRIBUTE	PARAMETER	CROSS-REFERENCE TO THE BRSR
Embracing circularity – details related to waste management by the entity	<p>Specified types of waste – plastic, e-waste, bio-medical, construction and demolition, battery, radioactive, other hazardous waste generated</p> <p>Total waste generated</p> <p>Waste intensity</p> <p>Each category of waste generated, total waste recovered through recycling, reusing or other recovery operations</p>	Principle 6
Enhancing Employee Wellbeing and Safety	<p>Spending on measures towards wellbeing of employees and workers – cost incurred as a % of total revenue of the company</p> <p>Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)</p>	Principle 3
Enabling Gender Diversity in Business	<p>Complaints on POSH (sexual harassment)</p> <p>Gross wages paid to females as % of wages paid</p>	Principle 5

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ESG ATTRIBUTE	PARAMETER	CROSS-REFERENCE TO THE BRSR
Enabling Inclusive Development	<p>Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India</p> <p>Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent / on contract) as % of total wage cost</p>	Principle 8
Fairness in Engaging with Customers and Suppliers	<p>Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events</p> <p>Number of days of accounts payable</p>	<p>Principle 9</p> <p>Principle 1</p>
Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	Principle 1

ESG POLICIES

IX. ESG Disclosure and Report

This policy will be available on the company website (TCC can add the link) under the Investor Section and will be reviewed periodically to ensure compliance with statutory requirements and alignment with the company's evolving policies. We are committed to the continuous improvement of our ESG Policy, regularly reviewing and updating it to maintain its effectiveness and adherence to evolving legal, ethical, and sustainability standards. A version history will be maintained to document changes, reflecting our dedication to transparency and progress in our ESG journey.

X. Contact Information

For any questions or concerns related to this ESG policy, please contact esg@tcc ltd.in.

XI. Disclaimer

This Policy is proprietary to the TCC Group. Unauthorized use, replication, or distribution of this document or its contents, in whole or in part, is strictly prohibited without prior written consent.

This policy is intended solely for internal use and reference. The information contained herein is subject to continuous review and updates, and may be modified to reflect evolving business conditions, regulatory requirements, or operational strategies. TCC Group assumes no responsibility or liability for unauthorized reliance on or misinterpretation of this policy.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.





CLIMATE RISK MANAGEMENT POLICY



I. Scope

TCC Concept Limited's Climate Risk Management Policy focuses on addressing climate-related risks and enhancing operational resilience. Aiming to reduce our environmental impact, especially in real estate and manufacturing, the policy integrates climate risks into governance and strategy. Following the TCFD guidelines, we prioritize transparency, regular reporting, and reducing Scope 1 and 2 GHG emissions to achieve sustainability goals while safeguarding assets and supporting stakeholders.

II. Objective

1. Identify, assess, and manage climate-related risks and opportunities across all business units.
2. Integrate climate considerations into governance, risk management, and strategic planning.
3. Commit to regular reporting on climate-related metrics and performance to ensure accountability.
4. Align disclosures with TCFD recommendations to improve transparency on climate risk exposure.
5. Periodically review and enhance climate risk management practices in accordance with evolving regulations and best practices.
6. Foster a culture of innovation by actively researching industry best practices for sustainability.
7. Focus on the identification, calculation, and reduction of Scope 1 and Scope 2 greenhouse gas emissions as part of our overall carbon footprint reduction strategy.
8. Set a long-term carbon reduction targets aligned with national neutrality goals by 2070.
9. Create strategies to adapt operations and reduce climate change impacts through risk assessment.
10. Collaborate with employees, suppliers, and the community to strengthen resilience against climate risks.

III. Contact Information

For or any questions or concerns related to this Climate Risk Management Policy, please contact esg@tccltd.in.

IV. Disclaimer

This Climate Risk Management Policy is proprietary to TCC Concept Limited and for internal use only, with unauthorized use or distribution strictly prohibited.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



DISASTER MANAGEMENT POLICY



I. Scope

TCC Concept Limited's Disaster Management Policy focuses on addressing climate risks and enhancing resilience in our operations. Aiming to reduce our environmental impact, particularly in real estate and manufacturing, we integrate climate considerations into governance and strategy. Guided by the TCFD, we commit to transparency, regular reporting, and reducing Scope 1 and 2 GHG emissions to support sustainability goals and protect assets for a sustainable future.

II. Objective

The primary objective of this policy is to enhance the company's resilience against crises by:

1. Develop and implement training programs for employees on disaster preparedness and response procedures, including regular mock drills.
2. Equip facilities with emergency kits and develop clear communication protocols for disseminating information during a crisis.
3. Create dedicated teams responsible for coordinating responses during crises and communicating with external authorities.
4. Conduct damage assessments post-disaster to inform recovery strategies and develop business continuity plans for resuming operations quickly.
5. Foster open communication with all stakeholders regarding crisis management practices and ensure their involvement in preparedness initiatives.
6. Regularly review and update crisis management protocols based on feedback from drills, assessments, and changing operational needs.

III. Contact Information

For any questions or concerns related to this Disaster Management Policy, please contact esg@tccltd.in

IV. Disclaimer

This Disaster Management Policy is proprietary to the TCC Concept Limited and is for internal use only. Unauthorized use or distribution is prohibited. The TCC Concept Limited is not liable for any misinterpretation or unauthorized reliance on this policy.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



ENERGY EFFICIENCY POLICY



I. Scope

TCC Concept Limited's Energy Efficiency Policy aligns with SEBI's BRSR Principle 6 to protect and restore the environment. It promotes sustainable energy practices, aiming to reduce energy consumption, lower costs, and improve environmental performance across all operations in India. The policy applies to employees, contractors, and stakeholders involved in facility management and furniture manufacturing, covering energy use in facilities, manufacturing, and operations.

II. Objective

1. Implement energy-efficient practices and technologies across all facilities and operations.
2. Optimize energy use management to achieve cost savings in all leased buildings and manufacturing units.
3. Align with national and global energy conservation goals to reduce the company's carbon footprint.
4. Encourage employees to engage in responsible energy use through training and awareness programs.
5. Regularly assess energy consumption to identify inefficiencies and implement improvement measures.
6. Adopt advanced technologies such as LED lighting and smart energy management systems to enhance energy efficiency.
7. Create standard operating procedures that promote energy conservation across all operations.
8. Implement systems for tracking energy consumption and regularly report achievements to stakeholders for transparency.

III. Contact Information

For any questions or concerns related to this Energy Efficiency Policy, please contact esg@tccltd.in

IV. Disclaimer

This policy is confidential and belongs to TCC Concept Limited. Unauthorized use or distribution is prohibited. TCC Concept Limited may update or modify this policy at any time without notice and assumes no liability for any unauthorized reliance on it.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



ENVIRONMENT AND HEALTH SAFETY POLICY



I. Scope

TCC Concept Limited's Environment and Health Safety (EHS) Policy reflects our commitment to sustainability and ESG principles, aiming to reduce our environmental impact and promote safety. This policy applies to all employees, contractors, and visitors across TCC Concept Limited's operations, ensuring a commitment to safety and sustainability in all activities. It encompasses all operations and services provided by the company, addressing environmental impacts, waste management, and resource conservation to ensure the well-being of all stakeholders.

II. Objective

1. Ensure the safety and health of all employees, contractors, and visitors across TCC Concept Limited facilities.
2. Establish waste management strategies to minimize environmental impact.
3. Establish and maintain comprehensive emergency preparedness and response plans to effectively manage potential incidents and minimize their impact on people and the environment.
4. Implement programs to conserve resources such as energy, water, and raw materials, promoting efficient use and reducing waste.
5. Foster safety and environmental responsibility through training and awareness programs.
6. Adhere to all relevant legal and regulatory requirements for health and safety.
7. Minimize environmental risks and impacts throughout all TCC Concept Limited operations
8. Promote a culture of environmental sustainability and continuous improvement
9. Regularly assess and improve EHS practices based on audits and feedback.


III. Contact Information

For any questions or concerns related to this Environmental Health and Safety Policy, please contact esg@tccltd.in

IV. Disclaimer

This policy is proprietary to TCC Concept Group; unauthorized use or distribution is prohibited. It may be updated to reflect evolving conditions and regulatory requirements.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



PRODUCT QUALITY SAFETY POLICY



I. Scope

Aligned with SEBI's BRSR Principle 9, this policy ensures TCC Concept Limited upholds high standards of product safety and quality in facility management and furniture manufacturing. It applies to all employees, contractors, and partners, covering leased properties, in-house and externally sourced furniture, and all related design, production, procurement, and installation activities.

II. Objective

1. Implement rigorous safety standards for all furniture products to protect consumers and comply with relevant regulations.
2. Establish clear performance criteria for furniture products, including durability and structural integrity, aligned with industry regulations.
3. Conduct thorough Hazard Identification & Risk Assessments (HIRA) for all manufacturing processes to mitigate risks associated with product safety.
4. Develop comprehensive training programs for employees on product safety, quality assurance, and regulatory compliance.
5. Foster open communication channels with stakeholders, including tenants and suppliers, to gather feedback on product performance and safety.
6. Regularly review and update safety protocols and quality assurance practices based on advancements in technology and materials.
7. 7. Conduct regular audits to ensure adherence to safety standards and quality metrics across all operations.

III. Contact Information

For any questions or concerns related to this Product Quality and Safety Policy, please contact esg@tccltd.in

IV. Disclaimer

This Product Quality and Safety Policy is proprietary to TCC Concept Limited and intended for internal use only. Unauthorized use or distribution is prohibited. The policy may be updated to reflect changing conditions, and TCC Concept Limited Group is not responsible for any unauthorized reliance or misinterpretation.

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SUSTAINABLE SOURCING POLICY



I. Scope

Aligned with SEBI's BRSR Principle 2, TCC Concept Limited is committed to sustainable practices in facility management and furniture manufacturing, focusing on environmental impact and social responsibility. This policy applies to all suppliers, covering sourcing, energy use, waste management, emissions control, packaging disposal, water conservation, and compliance with international standards like ISO 9001, ISO 14001, and ISO 45001.

II. Objective

1. Promote environmentally responsible practices across all operations by reducing emissions and optimizing resource use.
2. Collaborate with suppliers to ensure alignment with sustainability goals through responsible sourcing and waste management.
3. Ensure adherence to all relevant environmental regulations at national and local levels.
4. Foster a culture of social responsibility by supporting employee welfare and community engagement initiatives.
5. Regularly assess supplier practices through audits and reviews to identify areas for improvement in sustainability performance.
6. Establish specific metrics for waste reduction, energy efficiency, and resource optimization that align with the Company's sustainability objectives.
7. Provide training for employees and suppliers on sustainable practices to enhance understanding and engagement in sustainability efforts.

III. Contact Information

For any questions or concerns related to this Sustainable Sourcing Policy, please contact esg@tccltd.in

IV. Disclaimer

This Sustainable Sourcing Policy is proprietary to TCC Concept Limited and for internal use only. Unauthorized use or distribution is prohibited. It may be updated to reflect changing conditions, and TCC Concept Limited is not responsible for any unauthorized reliance or misinterpretation.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



WASTE MANAGEMENT POLICY



I. Scope

Aligned with SEBI's BRSR Principles 2 and 6, TCC Concept Limited is committed to sustainable waste management, minimizing waste, maximizing recycling, and ensuring responsible disposal. This policy covers all operations, focusing on compliance, the 6R principles, zero waste to landfill, eliminating single-use plastics, adopting circular economy practices, and promoting recycling, reuse, and employee training.

II. Objective

1. Adhere to all relevant waste management regulations at national, regional, and local levels.
2. Effectively manage waste through Refuse, Reduce, Reuse, Recycle, Recover, and Responsible Disposal strategies.
3. Strive for zero waste to landfill certifications wherever feasible.
4. Minimize waste through circular economy practices.
5. Obtain registration for Extended Producer Responsibility and ensure compliance with applicable waste categories.
6. Establish targets for waste reduction, recycling, and reuse while regularly monitoring progress.
7. Continuously improve by benchmarking against industry best practices in waste management.
8. Provide training on proper handling and disposal methods for various types of waste.
9. Work with external stakeholders to enhance sustainable waste management practices.

III. Contact Information

For any questions or concerns related to this Waste Management Policy, please contact esg@tccltd.in

IV. Disclaimer

This Waste Management Policy is proprietary to TCC Concept Limited and for internal use only. Unauthorized use or distribution is prohibited. It may be updated, and TCC Concept Limited is not responsible for unauthorized reliance or misinterpretation.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



WATER MANAGEMENT POLICY

I. Scope

Aligned with SEBI's BRSR Principle 6, TCC Concept Limited focuses on responsible water management to reduce our water footprint, improve efficiency, and recycle wastewater. This policy applies to all operations, covering water sourcing, consumption, treatment, and wastewater management, while promoting employee and tenant involvement in conservation efforts.

II. Objective

1. Implement strategies to minimize overall water usage across all operations.
2. Enhance efficiency measures in water consumption through advanced technologies and practices.
3. Establish systems for recycling wastewater to reduce freshwater demand.
4. Ensure adherence to all relevant national and local water management regulations.
5. Foster a culture of sustainability by promoting employee and tenant participation in water conservation initiatives.
6. Conduct regular assessments of water consumption to identify trends and set realistic reduction targets.
7. Engage with local stakeholders to support community water initiatives and share best practices in sustainable water management.

III. Contact Information

For any questions or concerns related to this Water Management Policy, please contact esg@tccltd.in

IV. Disclaimer

This Water Management Policy is proprietary to TCC Concept Limited and for internal use only. Unauthorized use or distribution is prohibited. It may be updated, and TCC Concept Limited is not responsible for unauthorized reliance or misinterpretation.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



ANTI - CORRUPTION AND ANTI - BRIBERY POLICY



I. Scope

TCC Concept Limited and its subsidiaries are committed to ethical business practices and compliance with all applicable laws. Our Anti-Bribery and Anti-Corruption Policy aligns with Principle 1 of the SEBI-mandated Business Responsibility and Sustainability Reporting (BRSR), emphasizing the need to operate ethically, comply with anti-bribery laws, and address potential risks.

This Policy applies to all aspects of our business, including:

1. All employees (whether permanent, fixed term, or temporary), contract workers, vendors, and suppliers of TCC Concept Limited.
2. All business partner's including consultants, contractors, their respective employees, and trainees working for TCC Concept Limited.

II. Objective

1. TCC Concept Limited is committed to conducting business with integrity and maintains a zero-tolerance approach towards non-compliance with anti-corruption and anti-bribery regulations.
2. TCC Concept Limited strictly prohibits bribery and any unethical or illegal payments in its operations.
3. TCC Concept Limited adheres to all applicable anti-bribery and anti-corruption laws in every jurisdiction where it operates.
4. TCC Concept Limited and its stakeholders are prohibited from accepting, offering, or promising anything of value intended to influence decisions or secure improper advantages.
5. Employees are explicitly forbidden from soliciting or accepting bribes or any improper payments.
6. TCC Concept Limited employees and their immediate family members must not accept or offer anything of value to business partners, including competitors and vendors.

III. Contact Information

For any questions or concerns related to this Anti-Corruption and Anti-Bribery Policy, please contact esg@tccltd.in

IV. Disclaimer

This Policy is a comprehensive statement of our commitment to preventing corruption and bribery. It does not constitute legal advice and should not be interpreted as such. By implementing this Anti-Corruption and Anti-Bribery Policy, we demonstrate our commitment to upholding ethical business practices and contributing to a more transparent and accountable business environment.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



CONFLICT OF INTEREST



I. Scope

TCC Concept Limited is committed to creating a fair and transparent environment for all stakeholders. This Conflict-of-Interest Policy sets out guidelines for managing conflict of interest issues among employees to prevent compliance risks and misconduct.

This Policy applies to all aspects of our business, including:

1. All employees (whether permanent, fixed term, or temporary), contract workers, vendors and suppliers of TCC Concept Limited.
2. All business partner's including consultants, contractors, their respective employees and trainees working for TCC Concept Limited.

II. Objective

1. Employees must always act in the best interest of clients, avoiding personal conflicts that could compromise TCC Concept Limited's objectivity.
2. Employees are required to disclose any potential conflicts of interest to clients, such as personal stakes in properties or family relationships.
3. Employees should generally avoid representing both buyers and sellers in the same transaction to prevent conflicts of interest.
4. Employees must not accept personal gifts or favours from clients or property sellers that could influence the company's judgment.
5. Employees are obligated to protect client information and avoid sharing it with unauthorized parties.
6. Employees must adhere to ethical guidelines set by professional associations and local laws, reporting any suspected violations of the conflict-of-interest policy.
7. Relatives should not hold positions that allow them to influence each other's employment decisions, including work activities, appraisals, and hiring.
8. Associates cannot accept outside employment that may interfere with their ability to perform their roles and responsibilities at TCC Concept Limited.

III. Contact Information

For any questions or concerns related to this Policy, please contact esg@tccltd.in

IV. Disclaimer

This Policy is a comprehensive statement of our commitment to preventing conflict of interest. It does not constitute legal advice and should not be interpreted as such.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.

GRIEVANCE REDRESSAL POLICY



I. Scope

TCC Concept Limited ensures a fair, transparent, and ethical workplace. This policy defines the ESG grievance process for customers, employees, and value chain partners. This Policy covers grievances related to:

1. Concerns about safety, accidents, or environmental risks.
2. Bribery, corruption, fraud, discrimination, or policy violations.
3. Complaints about pollution, waste management, or non-compliance with environmental regulations.
4. Forced labour, child labour, discrimination, harassment, or supply chain violations.
5. Unfair treatment, harassment, discrimination, or violations of employee and worker rights, including gender and disability inclusion.
6. Issues involving data breaches, privacy violations, or cybersecurity incidents.
7. Complaints regarding product defects, service issues, or failures to meet quality standards.
8. Dissatisfaction with products, services, or customer service experiences.
9. Concerns on payments, contracts, or ethical treatment, especially for vulnerable vendors.

II. Objective

The Key Objectives of the Grievance Redressal Policy:

1. Provide a clear definition of grievances, encompassing complaints about perceived wrongs, injustices, or unfair treatment.
2. Establish a dedicated Grievance Redressal Committee (GRC) responsible for receiving, investigating, and resolving grievances submitted by stakeholders.
3. Encourage stakeholders to report grievances promptly through multiple accessible reporting channels, including email, hotline, written complaints, and in-person reporting.
4. Ensure confidentiality in handling grievances and protect the identity of complainants to the extent possible.
5. Implement a structured grievance redressal process that includes informal resolution attempts, formal grievance procedures, and timely communication of outcomes.
6. Maintain a non-retaliation practise to protect individuals who raise concerns or file grievances in good faith.
7. Provide adequate training and awareness programs for employees and stakeholders regarding their rights and responsibilities in the grievance redressal process.
8. Maintain records of all grievances received and actions taken to address them, ensuring compliance with applicable laws and regulations.

III. Contact Information

For any questions or concerns related to this Grievance Redressal Policy, please contact esg@tccltd.in

IV. Disclaimer

This Grievance Redressal Policy outlines our commitment to a fair and transparent process for addressing employee concerns. It is intended for internal guidance only, does not constitute legal advice, and is subject to change without notice.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.

A photograph of several wooden human figures standing in a line on a dark surface. The text "HUMAN RIGHTS POLICY" is overlaid in large, white, bold, sans-serif capital letters.

HUMAN RIGHTS POLICY



I. Scope

TCC Concept Limited is committed to respecting and promoting human rights across our operations and supply chain. We conduct business ethically, ensuring our activities respect fundamental rights. Our approach aligns with national and international frameworks, including the International Labour Organization (ILO) standards and the Universal Declaration of Human Rights (UDHR).

This policy applies to:

1. All directors, employees, and workers (including temporary and contract workers).
2. Suppliers, contractors, and vendors throughout our supply chain.
3. Customers and communities impacted by our operations.
4. Representatives, including agency workers, consultants, and business partners.

II. Objective

The Key Objectives of the Human Rights Policy:

1. Recognize and respect the universality and inalienability of human rights, acknowledging human rights for all, regardless of status.
2. Ensure a fair workplace with equal opportunities and accessible infrastructure.
3. Ensure fair practices, freedom of association, and compliance with labour laws.
4. Respect the rights of stakeholders to express themselves freely and peacefully assemble without fear of reprisal.
5. Collaborate with local communities to drive positive social and economic impact.
6. Treat all customers with dignity, provide clear information about products and services, respect customer privacy, and uphold fair business practices.
7. Ensure a safe and healthy work environment for employees while minimizing environmental impacts on surrounding communities.
8. Regularly assess operations and supply chains for human rights risks and provide employee training.

III. Contact Information

For any questions or concerns related to this Human Rights Policy, please contact esg@tccltd.in

IV. Disclaimer

This Human Rights Policy affirms our commitment to respecting and promoting human rights in all our operations. It outlines our principles and practices for upholding these rights and fostering a culture of respect. This policy is intended for internal guidance and does not constitute legal advice.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



PUBLIC POLICY ADVOCACY POLICY



I. Scope

TCC Concept Limited is committed to responsibly and transparently influencing public and regulatory policies to drive positive change in the real estate as a service sector.

This policy applies to all individuals associated with the Company or acting on its behalf. Advocacy efforts involve engaging with government agencies, research institutions, associations, and individuals to shape policies, regulations, and decision-making processes that align with our values and promote sustainable, ethical business practices.

II. Objective

The Key Objectives of the Public Policy Advocacy Policy:

- i. Engage in collaborative interactions with trade and industry associations, government entities, policymakers, regulators, legal professionals, research institutions, and other stakeholders.
- ii. Ensure that all public policy advocacy activities comply with relevant laws, regulations, and ethical standards.
- iii. Pursue public policy development and discussions that address important issues affecting the real estate industry, customers, and other key stakeholders, avoiding advocacy for policies that primarily benefit the company.
- iv. Conduct all interactions ethically while maintaining confidentiality, transparency, accountability, and responsible advocacy practices.
- v. Foster an environment of openness and trust with public officials on regulatory or policy matters.
- vi. Monitor for anti-competitive clauses in contracts and ensure that platforms do not favor specific listings or providers while protecting client privacy.
- vii. Track the progress of advocacy initiatives and assess their effectiveness in achieving desired outcomes through monitoring media coverage, legislative developments, and stakeholder feedback.

III. Contact Information

For any questions or concerns related to this Public Policy Advocacy Policy, please contact esg@tccltd.in

IV. Disclaimer

This Public Policy Advocacy Policy outlines our commitment to responsible engagement with public and regulatory policies. It is intended for internal guidance only, does not constitute legal advice, and demonstrates our dedication to ethical business practices and positive societal change.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



SKILL DEVELOPMENT POLICY



I. Scope

TCC Concept Limited committed to skill development, fostering innovation, and ensuring high-quality service delivery across Real Estate Services, Facility Management, and Furniture Manufacturing. By investing in workforce development, TCC Concept Limited enhances operational efficiency, supports continuous improvement, and contributes to sustainable economic growth.

II. Objective

The Key Objectives of the Skill Development Policy:

- i. Provide lifelong learning opportunities to ensure that everyone, particularly youth, women, and disadvantaged groups, can acquire skills throughout their lives.
- ii. Encourage stakeholder commitment by fostering a sense of ownership among all stakeholders towards skill development initiatives.
- iii. Develop a skilled workforce that meets the current and future needs of the job market.
- iv. Establish flexible delivery mechanisms that cater to the diverse needs of stakeholders.
- v. Enhance operational efficiency by ensuring a steady pipeline of skilled workers.
- vi. Foster a culture of continuous improvement through ongoing training and development programs.
- vii. Support the broader goal of sustainable economic growth by investing in skill development initiatives.
- viii. Provide access to various training resources, including online courses, workshops, and mentorship programs.

III. Contact Information

For any questions or concerns related to this Skill Development Policy, please contact esg@tccltd.in

IV. Disclaimer

This Policy reflects our commitment to skill development and fostering a culture of continuous learning. It empowers employees with essential skills for success and contributes to building a more skilled workforce. Note that this document does not constitute legal advice.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



ANTI MONEY LAUNDERING POLICY



I. Scope

TCC Concept Limited's Anti-Money Laundering (AML) Policy establishes a framework to prevent, detect, and report money laundering across all its business operations. It ensures compliance with the Prevention of Money Laundering Act (PMLA), 2002 and adheres to global standards. This policy applies to all employees, contractors, and third-party service providers involved in various sectors, including co-workspace management, furniture manufacturing, facility management, turnkey project management, and investment advisory services.

This policy is applicable at every level of interaction:

1. Implement thorough KYC (Know Your Customer) and CDD (Customer Due Diligence) procedures before onboarding.
2. Conduct due diligence to ensure compliance with AML regulations.
3. All individuals must adhere to the AML policy and participate in mandatory training.

II. Objective

TCC Concept Limited aims to foster a culture of compliance and integrity across all business operations. The key objectives include:

1. Compliance with Regulations: Maintain strict adherence to applicable national laws and international standards.
2. Detection and Prevention: Implement advanced monitoring systems to detect suspicious patterns early.
3. Robust KYC Processes: Develop rigorous KYC procedures for verifying identities.
4. Timely Reporting: Ensure prompt reporting of suspicious activities to relevant authorities.
5. Culture of Awareness: Provide ongoing training to enhance employee awareness of AML regulations.

III. Contact Information

For any questions or concerns related to this Anti-Money Laundering Policy, please contact esg@tccltd.in

IV. Disclaimer

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This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



BUSINESS CONTINUITY PLAN POLICY



I. Scope

TCC Concept Limited is committed to providing reliable and efficient real estate and facility management services. To ensure operational continuity and protect our stakeholders, we have developed this Business Continuity Plan (BCP). This plan outlines strategies and procedures to mitigate risks, respond to potential disruptions, and recover business operations to minimize impacts on clients and employees. This Business Continuity Plan (BCP) applies to all aspects of TCC Concept Limited's operations, encompassing:

1. Essential operations including IT services, finance, human resources, sales, marketing, and logistics.
2. All TCC Concept Limited facilities such as offices, warehouses, and data centres.
3. All TCC Concept Limited employees, both onsite and remote.

II. Objective

TCC Concept Limited aims to foster a culture of resilience through the following objectives:

1. Adhere to all relevant regulatory standards for business continuity.
2. Regularly identify and prioritize risks to maintain preparedness.
3. Maintain essential business functions through backup systems and clear communication.
4. Build confidence among stakeholders through transparency in operations and communication.
5. Regularly review and update the BCP for effectiveness against evolving risks.
6. Implement measures to isolate systems, recover data, enhance security, and notify stakeholders in case of a breach.
7. Ensure swift restoration of IT systems, utilize backups effectively, and communicate IT status to stakeholders.
8. Establish clear communication protocols for all types of disruptions, ensuring timely updates to employees, clients, and other stakeholders.
9. Implement robust data backup and recovery protocols to minimize data loss and ensure business continuity.

III. Contact Information

For questions or concerns related to this Business Continuity Policy, please contact esg@tccltd.in

IV. Disclaimer

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CUSTOMER SUSTAINABILITY POLICY



I. Scope

The TCC Concept Limited Customer Policy ensures responsible, transparent, and ethical customer interactions, fostering trust, satisfaction, and long-term relationships. It upholds ethical practices, consumer protection, and international standards across all business lines. This policy applies to all customer-facing activities, ensuring:

1. Ethical marketing, sales, and service practices.
2. Compliance with data protection and consumer laws.
3. Third-party adherence to TCC Concept Limited's sustainability standards.
4. Sustainable and transparent communication across all platforms.
5. Strong data privacy measures and customer feedback channels.

II. Objective

The key objectives of the Customer Sustainability Policy include:

1. Educate customers on sustainable practices.
2. Provide accurate information on sustainability initiatives.
3. Encourage environmentally responsible use of products.
4. Increase awareness of TCC Concept Limited's sustainability efforts.
5. Create opportunities for customer participation in sustainability initiatives.
6. Uphold data protection standards in all interactions.
7. Ensure marketing materials are inclusive and culturally sensitive.
8. Develop eco-friendly products and services.
9. Establish channels for customer feedback on sustainability efforts.
10. Ensure practices align with global sustainability frameworks.

III. Contact Information

For any questions or concerns related to this Customer Sustainability Policy, please contact esg@tccltd.in

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FRAUD DETECTION AND PREVENTION POLICY



I. Scope

The Fraud Detection and Prevention Policy of TCC Concept Limited aims to protect the organization from fraudulent activities by establishing a framework for identifying, preventing, and detecting fraud.

This policy applies to all individuals and entities associated with TCC Concept Limited, including:

1. All full-time, part-time, and temporary employees at every level of the organization.
2. Independent contractors and freelancers working with TCC Concept Limited must adhere to the fraud prevention guidelines.
3. External partners are required to comply with TCC Concept Limited's fraud prevention standards.
4. Clients, investors, regulatory authorities, and other relevant stakeholders are indirectly involved as this policy aims to protect their interests.

II. Objective

TCC Concept Limited is committed to conducting business with honesty, integrity, and transparency. The key objectives include:

1. Establish and enhance internal controls, detection mechanisms, and reporting processes.
2. Proactively monitor and assess fraud risks.
3. Implement protocols for investigating and addressing fraud incidents.
4. Foster a culture of integrity, accountability, and transparency.
5. Promote ongoing employee education on fraud detection and reporting.
6. Encourage reporting of suspicious activities through a confidential whistle-blower program.
7. Adhere to fraud prevention regulations and best practices.
8. Safeguard financial and non-financial assets.

III. Contact Information

For any questions or concerns related to this Fraud Detection and Prevention Policy, please contact esg@tccltd.in

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IT & INFORMATION/CYBER SECURITY & DISASTER RECOVERY POLICY



I. Scope

The TCC Concept Limited Cybersecurity Policy aims to protect digital assets, ensure data integrity, and maintain business continuity. It establishes a framework for safeguarding critical information, mitigating cyber threats, and preparing for IT disruptions. This policy applies to all business aspects, including.

1. All IT systems, data, and cybersecurity practices across TCC Concept Limited.
2. Internal and external threats affecting business applications, data storage, and communication networks.
3. Includes Co-Workspace Management, Facility Management, Turnkey Project Management, Furniture Manufacturing, and Real Estate.
4. Protects IT systems (hardware/software) and data processes (collection, storage, transmission).
5. Extends to third-party vendors and external partners.
6. Applies to employees, contractors, and personnel with access to IT systems.

II. Objective

TCC Concept Limited is committed to conducting business with honesty and transparency. The key objectives include:

1. Protect sensitive data confidentiality, integrity, and availability.
2. Identify and reduce risks from internal and external cybersecurity threats.
3. Establish robust access control mechanisms, including multi-factor authentication.
4. Promote a culture of cybersecurity awareness through training.
5. Implement and maintain effective DR and BCP plans.
6. Safeguard IT infrastructure and network security.
7. Implement effective incident response and reporting processes.
8. Manage cybersecurity risks associated with vendors and third parties.
9. Ensure continuous monitoring, evaluation, and improvement of security practices.

III. Contact Information

For any questions or concerns related to this IT and Information/Cyber Security & Disaster Recovery Policy, please contact esg@tccltd.in

IV. Disclaimer

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RESPONSIBLE MARKETING & ETHICAL ADVERTISING POLICY



I. Scope

TCC Concept Limited is committed to ethical marketing and advertising that emphasizes transparency, honesty, and responsibility. This policy provides a framework for respecting consumer rights, complying with legal standards, and promoting positive social values. By fostering trust through clear communication, TCC Concept Limited aims to build lasting customer relationships while embracing diversity and inclusivity in its campaigns.

This Responsible Marketing and Ethical Advertising Policy applies to all aspects of TCC Concept Limited, including subsidiaries, affiliated companies, and joint ventures. It encompasses:

1. All departments involved in marketing, branding, public relations, customer engagement, and supporting functions such as legal and compliance.
2. Vendors, contractors, and agencies engaged in TCC Concept Limited's marketing activities must adhere to ethical standards.
3. Ensures marketing efforts respect local regulations and cultural sensitivities.
4. Obligates employees promoting TCC Concept Limited on social media to follow the policy's guidelines.

II. Objective

TCC Concept Limited's strategy for responsible marketing focuses on achieving the following key objectives:

1. Develop accurate and clear marketing materials.
2. Implement safeguards for consumer data.
3. Create diverse and inclusive content, avoiding stereotypes.
4. Adhere to all applicable advertising laws and regulations.
5. Transparently promote sustainability initiatives.
6. Ensure marketing information is verifiable.
7. Prioritize ethical data handling practices.
8. Present genuine contributions to sustainability, avoiding misleading claims.

III. Contact Information

For any questions or concerns related to this Responsible Marketing & Ethical Advertising Policy, please contact esg@tccltd.in

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STAKEHOLDER ENGAGEMENT POLICY



I. Scope

TCC Concept Limited is committed to building strong relationships with stakeholders through its Stakeholder Engagement Policy. This policy emphasizes fostering positive and sustainable partnerships with vendors, customers, employees, investors, local communities, and regulatory bodies. TCC Concept Limited believes that meaningful engagement is essential for long-term success and aligns with its sustainability goals. The company focuses on supporting vendor development and community growth, creating shared value for all involved. This Policy applies to all aspects of our business, including:

1. All subsidiaries, employees, vendors, partners, and associated third-party organizations engaged with or affected by TCC Concept Limited's operations.
2. Fostering relationships with vendors, suppliers, communities, employees, customers, investors, regulators, and public bodies.
3. Ensuring growth across all business verticals through responsible and ethical stakeholder engagement.
4. Supporting stakeholder-driven decision-making to respond effectively to their needs and concerns.

II. Objective

The key objectives of the Stakeholder Engagement Policy include:

1. Foster long-term, mutually beneficial partnerships with key stakeholders (vendors, suppliers, communities, investors, customers).
2. Support vendor growth through training, resources, and promoting a diverse vendor base.
3. Actively engage with local communities, contributing to their economic, social, and environmental well-being.
4. Establish clear and transparent communication channels with stakeholders.
5. Implement robust feedback mechanisms to address stakeholder concerns and suggestions.
6. Ensure all engagement activities align with legal and ethical standards.
7. Comply with all applicable national and international regulations.
8. Integrate environmentally and socially responsible practices into stakeholder relationships.
9. Regularly review and enhance stakeholder engagement initiatives for effectiveness.
10. Contribute to global sustainability efforts by aligning with the UN SDGs.

III. Contact Information

For any questions or concerns related to this Stakeholder Engagement Policy, please contact esg@tccltd.in

IV. Disclaimer

This Stakeholder Engagement Policy is confidential and proprietary to TCC Concept Limited. Unauthorized use or distribution of this document or its contents is strictly prohibited. The information contained herein is subject to change and may be updated periodically.

This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



SUPPLIER CODE OF CONDUCT POLICY

I. Scope

TCC Concept Limited values its suppliers, contractors, and partners in delivering high-quality services across Co-Workspace, Furniture Manufacturing, Facility Management, and Turnkey Project Management. Our Supplier Code of Conduct Policy reflects our commitment to creating a responsible supply chain by ensuring suppliers adhere to ethical practices, respect human rights, and contribute positively to environmental stewardship. The Supplier Code of Conduct applies to all aspects of our business, including:

1. All subsidiaries, employees, vendors, partners, and third parties involved in TCC Concept Limited's operations.
2. Suppliers must uphold transparency, fairness, and integrity in their business practices.
3. Adherence to labour laws, prohibiting child and forced labour.
4. Suppliers are expected to minimize environmental impact and align practices with global sustainability goals.
5. Safe working environments must be maintained for employee well-being.

II. Objective

The key objectives of the Supplier Code of Conduct include:

1. Promote integrity, transparency, and fairness among suppliers.
2. Ensure adherence to all applicable laws and regulations.
3. Uphold fair labour practices, safe working conditions, and prohibit child/forced labour.
4. Encourage eco-friendly practices and minimize environmental impact.
5. Foster a culture of health, safety, and well-being in supplier workplaces.
6. Drive supplier innovation and operational excellence.
7. Safeguard TCC Concept Limited's intellectual property and confidential information.
8. Eliminate unethical behaviour and enforce a zero-tolerance policy for corruption.
9. Enhance accountability through clear mechanisms, audits, and reporting.
10. Build strong, long-term partnerships based on shared values.

III. Contact Information

For any questions or concerns related to this Supplier Code of Conduct Policy, please contact esg@tccltd.in

IV. Disclaimer

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This Policy was approved by the Board of Directors at its meeting held on July 26, 2025.



SUPPLIER SELECTION AND MANAGEMENT POLICY



I. Scope

TCC Concept Limited recognizes the vital role of suppliers, contractors, and partners in delivering high-quality products and services. Our Supplier Selection & Management Policy outlines the principles and procedures for selecting, managing, and evaluating suppliers in a fair, transparent, and responsible manner, ensuring alignment with our values of excellence and sustainability. This Policy applies to all aspects of our business, including:

1. Technology, office materials, contracted services, construction materials, maintenance, property management services, design-related procurement, financial and consultancy services.
2. Includes all departments involved in marketing, branding, public relations, customer engagement, legal compliance, and IT.
3. Applies to vendors and contractors engaged in TCC Concept Limited's marketing and advertising activities.
4. Suppliers are responsible for ensuring their subcontractors adhere to this policy.

II. Objective

The key objectives of the Supplier Selection & Management Policy include:

1. Ensure suppliers operate with integrity and transparency.
2. Adhere to local and international laws regarding labor and environmental practices.
3. Enhance vendor capabilities through training and resources.
4. Identify and manage potential risks within the supply chain.
5. Foster a culture of improvement among suppliers.

III. Contact Information

For any questions or concerns related to this Supplier Selection & Management Policy, please contact esg@tccltd.in

IV. Disclaimer

This Supplier Selection & Management Policy is proprietary to TCC Concept Limited. Unauthorized use or distribution of this document or its contents is strictly prohibited without prior written consent. The information contained herein is subject to continuous review and may be modified as needed.

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