



# 2026

## COMPANY POLICY DOCUMENT



ISO 9001:2015 Certified  
Certified by TÜV SÜD South Asia Pvt Ltd  
Cert. No. 99 100 25410



D1007-1008, West Gate, Near YMCA Club, Makarba,  
Ahmedabad, Gujarat - 380051



+91 9512027754



[hr@theptpl.com](mailto:hr@theptpl.com)  
[info@theptpl.com](mailto:info@theptpl.com)

Policy Name - **Environmental, Social & Governance (ESG) Policy**

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Policy Number – P/HR/026  
Review Date – 01.10.2025

Rev. Number – 00  
Approve Date – 01.10.2025

Policy Name - **Environmental, Social & Governance (ESG) Policy**

## Purpose of Policy

The purpose of this **ESG (Environmental, Social & Governance) Policy** is to establish the company's commitment towards sustainable business practices, responsible transportation operations, employee well-being, ethical governance, and long-term environmental responsibility.

This policy aims to integrate Environmental, Social, and Governance principles into the daily operations and decision-making processes of Pratham Transolutions India Pvt. Ltd. while supporting safe, compliant, and sustainable logistics operations.

## Scope of the Policy

This policy applies to:

- All employees and drivers
- Management and department heads
- Contract staff and operational personnel
- Transport vendors and contractors
- Business partners and service providers

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## ESG Mission Statement

Pratham Transolutions India Pvt. Ltd. is committed to integrating sustainable and responsible business practices into all transportation and logistics operations.

The company aims to:

- Reduce environmental impact
- Strengthen corporate governance standards
- Encourage responsible operational practices

The company believes that responsible transportation operations contribute towards a safer, cleaner, and more sustainable future.

## Environmental Responsibility

Pratham Transolutions India Pvt. Ltd. recognizes the environmental impact associated with transportation and logistics activities and is committed to minimizing operational environmental risks wherever practically possible.

The company shall focus on: **Reducing fuel wastage through route planning and GPS monitoring, Promoting vehicle maintenance for lower emissions, Ensuring valid Pollution Under Control (PUC) compliance for vehicles, Encouraging paperless operational practices where feasible, Managing waste disposal responsibly at offices and operational locations.**

Drivers and operational teams are expected to support fuel efficiency and environmentally responsible driving practices.

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## Social Responsibility

The company is committed to maintaining a safe, respectful, and inclusive working environment for all employees and operational personnel.

The company shall:

- Promote workplace safety and operational discipline
- Provide equal employment opportunities
- Maintain a workplace free from harassment and discrimination
- Encourage employee development and training
- Support fair wages and lawful employment practices
- Promote driver health and safety awareness
- Maintain grievance and employee support systems

Special attention shall be given to the welfare and safety of commercial truck drivers considering the nature of highway transportation and long-distance operational risks.

The company shall also encourage responsible community behavior and customer-focused transportation services.

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## Governance & Ethical Practices

Pratham Transolutions India Pvt. Ltd. is committed to maintaining transparent, ethical, and accountable business operations.

The company shall:

- Follow applicable Indian laws and compliance requirements
- Maintain accurate operational and financial records
- Protect confidential company and customer information
- Prevent corruption, bribery, and unethical practices
- Promote professional conduct and accountability
- Ensure fair and responsible decision-making
- Maintain operational transparency wherever required

All employees, vendors, contractors, and drivers are expected to comply with company policies, operational procedures, and ethical business standards.

## Driver & Operational ESG Responsibilities

Since transportation operations involve environmental and social risks, drivers and operational staff play an important role in supporting ESG objectives. Drivers shall:

- Avoid fuel wastage and unnecessary vehicle idling
- Follow safe driving practices
- Prevent cargo damage and operational negligence
- Maintain vehicle cleanliness and discipline
- Avoid alcohol or drug consumption during duty
- Follow GPS and route compliance instructions
- Report safety or environmental concerns immediately

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## Grievance & Reporting Mechanism

Employees, drivers, vendors, and stakeholders may report concerns related to:

- Environmental violations
- Workplace misconduct
- Safety concerns
- Ethical misconduct
- Harassment or discrimination
- Operational non-compliance

Concerns may be reported through HR, Management, Operations, or the company grievance system.

Anonymous complaints are also permitted for genuine concerns.

The company shall maintain confidentiality and conduct fair investigations wherever required.

## Discipline & Compliance

Violation of this policy may result in disciplinary action including:

- Warning or counselling
- Corrective training
- Suspension from duties
- Vendor restrictions
- Termination of employment or contract
- Legal action where applicable

Serious violations involving unethical conduct, environmental negligence, corruption, safety violations, or operational misconduct shall be treated seriously.

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## Conclusion

**Pratham Transolutions India Pvt. Ltd.** believes that responsible environmental practices, employee welfare, ethical governance, and operational discipline are essential for sustainable business growth.

The company is committed to continuously improving its ESG performance and expects all employees, drivers, contractors, vendors, and stakeholders to support responsible, safe, and ethical logistics operations.

## Approval & Acknowledgement

This Policy is approved and issued under the authority of the Director, Pratham Transolutions India Pvt. Ltd.

| Date       | Description of Change | Approved By                   |
|------------|-----------------------|-------------------------------|
| 01.10.2025 | Initial Issue         | Tushar Gorasiya<br>(Director) |

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Tushar Gorasiya  
Founder & Director

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