



**VINATI ORGANICS LIMITED**

**ENVIRONMENT, SOCIAL AND GOVERNANCE  
(ESG) POLICY**



Vinati Organics Limited (VOL) believes that prioritizing sustainability in all its business operations will lead to a resilient and sustainable economy through long-term value creation for its stakeholders and the nation.

(VOL) believes in Green Growth with Goodness. Green Growth, to us, is not limited to businesses we are involved in but also the ecosystem that our businesses are part of. It's about the lives we touch, the communities we nourish, and the innovations that will lead to a sustainable future. In line with these beliefs, we express our commitment to Environment, Social and Governance (ESG) principles and leverage the diversity to create sustained and scalable impact.

### Our Commitments

Our businesses will aspire for sustainability leadership in the sectors in which it operate. To achieve this, we will:

- Pursue the goal of no harm to people, host communities and the environment.
- Comply with applicable laws and regulations wherever the business is conducted.
- Follow sustainable business practices at all levels and in all parts of the business by going beyond compliance.
- Identify and manage climate change related risks through mitigation and adaptation measures.
- Practice energy conservation and focus on adopting energy efficient processes across their business operations. The businesses will procure renewable energy wherever possible and create a roadmap to replace fossil-fuel based energy sources towards de-carbonization.
- Develop and implement technologies and strategies to reduce water consumption, waste generation especially of hazardous nature and explore opportunities to reuse, recycle and up-cycle materials towards circular economy.
- Protect human rights wherever we operate and conduct their business in an ethical and responsible manner.



- Building skills and competencies of their employees through a wide range of training and development programs and activities.
- Provide employees and communities a safe workplace and environment.
- Work in partnership with local communities for their holistic development to create social, environmental, and economic value.
- Delivering quality services and products and putting customer needs at the core of the business. They will strive to address the needs of customers and invest in technologies and innovative solutions to enhance customer experience, satisfaction and ensure health and safety and privacy.
- Adhere to a high standard of corporate governance and will ensure robust internal reporting and controls, transparency, and accountability to all stakeholders.
- Uphold a high standard of business ethics and personal conduct by employees. Every employee is required to strictly follow the Group's Code of Conduct which covers the professional and ethical standards in conducting business.

All commitments made in the policy will be internally reviewed for adherence and where required third-party due diligence will be carried out for identification of gaps and non-conformance, if any.

#### Applicability, Disclosure and Review of the ESG Policy:

This policy applies to all employees and business partners of Vinati Organics Limited, our subsidiaries, affiliates and joint ventures.

This policy will be available on the VOL website and a copy of the policy.

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