

**DORF-KETAL CHEMICALS INDIA
PRIVATE LIMITED**

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

Environmental, Social, and Governance (ESG) Policy

PREFACE

Title	Environmental, Social, and Governance (ESG) Policy
Version No.	1
Effective Date	<u>27th June, 2024</u>
Authorized By	Board of Directors vide resolution dated <u>27th June, 2024</u>
Number of Revision (Since _____)	
Last Revised Date	

Applicability

The Environmental, Social, and Governance (ESG) Policy at Dorf Ketal Group is applicable to all facets of operations, encompassing both employees and contractors.

Purpose

The purpose of our Environmental, Social, and Governance (ESG) policy is to embody our commitment to sustainability and ethical practices across all areas of our operations. This policy guides our actions and decisions, ensuring that we not only achieve financial success but also create positive impacts on society and the environment. Our ESG policy is designed to support our growth in a manner that is responsible, transparent, and aligned with the long-term interests of our stakeholders.

ESG Governance

Dorf Ketal's ESG Committee shall be developed and shall regularly review the ESG policy. The members of the committee shall include minimum three directors. The committee shall further be responsible for overview of Dorf Ketal's ESG strategy with other committees as applicable and for providing guidance on ESG aspects.

Our Commitments

Environmental Aspects

Dorf Ketal is committed to meet the needs of customers and other stakeholders in an environmentally conscious manner, through continuous improvement in operations to reduce the negative impact on environment.

- **Climate Change and GHG Emission Management:** We are committed to undertaking targeted efforts to reduce our carbon footprint and enhance our energy efficiency. Our efforts to identify the physical effects of climate change on our operations include gradually working towards aligning with TCFD recommendations, adopting energy conservation measures, maximizing renewable energy use, and implementing low-GHG technologies across our projects. Our goal is to continuously monitor, report, and minimize our carbon footprint throughout

Environmental, Social, and Governance (ESG) Policy

our value chain.

- **Water Stewardship:** Promote sustainable water management practices across operations; implement a strategic approach for efficient water consumption, advanced recycling and treatment processes, and rainwater harvesting.
- **Waste Management:** Committed to minimizing waste generation, promoting reuse and recycling, and ensuring the responsible disposal of waste across all our operations and our supply chain.
- **Hazardous Waste Management:** We are committed responsible management of hazardous waste as part of our comprehensive ESG strategy. We prioritize the safe handling, reduction, and disposal of hazardous materials to minimize environmental impact and ensure the health and safety of our communities and employees.
- **Energy Management:** As part of our commitment to environmental stewardship, we prioritize reducing greenhouse gas emissions on account of energy consumption across our operations.
- **Circular Economy:** Committed to identifying areas where it is feasible to redesign our business processes, with an aim to enhance resource efficiency, deploy reusable packaging and foster innovation to create a more circular and sustainable economic model.
- **Biodiversity Protection:** We are dedicated to implementing practices that preserve and enhance biodiversity within our operations.
- **Pollution Prevention:** We understand the importance of addressing pollution and its negative effects. We aim to take timely and effective action to address the effects of pollution caused by operations, which includes air, water, land, and noise pollution.

Social Aspects

At Dorf Ketal, we prioritize our responsibilities towards our stakeholders by placing the utmost importance on health and well-being. Occupational Health and Safety (OHS) is central to all our processes and operations. We maintain a strict, non-compromising stance on safety to ensure a secure work environment. Our commitment extends towards fostering an inclusive future, promoting equality for all, and eliminating discrimination.

- **Occupational Health & Safety:** Our commitment to occupational health and safety is integral to our business operations and a cornerstone of our corporate responsibility. We are dedicated to maintaining the highest standards of safety and promoting a culture of risk awareness and well-being across all levels of the organization.
- **Product Stewardship:** We recognize that our responsibility extends beyond our immediate operations and into the entire lifecycle of our products. We are committed to implementing product stewardship practices that minimize our environmental impact, enhance social benefits, and safeguard health.

Environmental, Social, and Governance (ESG) Policy

- **Responsible Supply Chain:** We are committed to promoting and ensuring responsible practices across all tiers of our suppliers and partners. Our approach is to create a supply chain that is transparent, sustainable, and adheres to the highest standards of ethical conduct. Additionally, we prioritize local procurement to support community development and reduce negative environmental impact.
- **Human Capital Development & Retention:** We believe that our employees are our most valuable asset and fundamental to our long-term success. We are committed to fostering a workplace environment that promotes growth, nurtures talent, and enhances employee satisfaction. Our goal is to not only attract but also develop and retain top talent by investing in their professional growth and well-being.
- **Innovation, Research & Development:** Innovation is the cornerstone of our ability to excel in a rapidly evolving global marketplace and to meet the complex sustainability challenges facing our industry and the world. We are committed to leveraging our research and development capabilities to pioneer solutions that improve environmental performance, enhance social impact, and deliver economic growth.
- **Customer Health & Safety:** Our responsibility extends beyond providing quality products and services; it encompasses ensuring the health, safety, and well-being of our customers. We are committed to upholding the highest standards of customer safety across all aspects of our business operations.
- **Human Rights:** Recognize and uphold the inherent dignity and the equal and inalienable rights of all members. We are committed to conducting our business in a manner that respects and promotes human rights and dignity.
- **Employee Engagement:** Our employees are the cornerstone of our success and central to achieving our sustainability goals. We are committed to fostering a workplace culture that promotes inclusivity, well-being, and personal and professional growth.
- **Diversity & Inclusion (D&I):** Recognizing the strength that comes from diverse perspectives, we are dedicated to fostering an inclusive culture that promotes and values diversity in all its forms, including ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion.
- **Community Relations & Engagement:** We believe that strong, vibrant communities are foundational to sustainable development and the long-term success of our business. We are committed to fostering positive relationships with the communities where we operate, grounded in respect, inclusivity, and mutual

Environmental, Social, and Governance (ESG) Policy

benefit.

Governance Aspects

Dorf Ketal is dedicated to acting professionally, fairly and with integrity in all its business matters.

- **Business Ethics & Compliance:** We uphold the highest standards of integrity and ethical conduct in all our business dealings. Our commitment to ethics and compliance is foundational to our corporate identity and critical to achieving our strategic objectives. We are dedicated to conducting our business responsibly, transparently, and in compliance with all applicable laws and regulations.
- **Anti-bribery and Anti-corruption:** We recognize the importance of preventing involvement in corrupt practices to maintain trust with our stakeholders. Dorf Ketal is committed to acting professionally, fairly, and with integrity in all business dealings. We will prevent, deter, and detect bribery and other corrupt behaviours, adhering to our Code of Conduct with severe consequences in case of violations. Compliance with all local and national laws related to anti-bribery and anti-corruption is integral to our operation.
- **Economic Performance:** Sustainable economic performance is fundamental to our business success and to fulfilling our responsibilities to stakeholders. As part of our commitment, we aim to deliver enduring economic value while also enhancing the economic conditions of the communities in which we operate.
- **Business Continuity Planning:** We understand that resilience and reliability are essential to our success and to maintaining trust with our stakeholders. Our Business Continuity Planning (BCP) framework is designed to ensure that we can continue operations under a variety of adverse conditions, thereby safeguarding our employees, assets, and the communities we serve.
- **Corporate Governance:** We believe that strong, transparent, and accountable corporate governance is essential to our sustainability and success. Our governance practices are designed to ensure that we conduct business with the highest standards of integrity, comply with applicable laws and regulations, and are accountable to our stakeholders.
- **Data Security & Privacy:** We recognize the critical importance of data security and privacy in maintaining trust with our customers, employees, and partners. As we continue our journey under the "Expanding Horizons" initiative, protecting the information entrusted to us is paramount. Our commitment to data security and privacy is integral to our operations and our reputation as a responsible and trustworthy organization.

Environmental, Social, and Governance (ESG) Policy

- **Risk Management:** We understand that robust risk management is crucial for sustainable growth and for navigating the complexities of our expanding horizons. Our approach to risk management is integrated into every aspect of our operations and decision-making processes, ensuring that we proactively identify, assess, and mitigate risks that could impede our strategic objectives and ESG commitments.
- **ESG Performance Metric and Reporting:** We recognize the importance of environmental and social impacts in maintaining our competitive edge. We have integrated robust ESG performance monitoring into our operations. Our defined ESG strategy and roadmap towards a sustainable future encompass a variety of key ESG metrics. By ensuring transparency in these metrics and incorporating sustainability KPIs into our performance reviews, we are committed to continuous improvement and accountability in our ESG initiatives.

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

Communication:

Our Environmental, Social, and Governance (ESG) Policy exemplifies our resolute commitment to Sustainability. We communicate it transparently with employees, partners, suppliers and contractors integrating acceptance into our contractual agreements. New partners receive the policy during on boarding. Regular reviews and updates ensure its continued relevance, and stakeholders are promptly informed of any changes, affording them sufficient time to align with our ESG goals. This proactive communication strategy underscores our dedication to maintaining a robust ESG framework across all aspects of our operations.

Reporting:

Our organization has implemented a strong internal reporting system to seamlessly receive, investigate, and resolve any concerns or potential violations associated with our ESG Policy.

Effective from:

The ESG policy is approved by ESG Committee on 27th June 2024, and is effective from same date.