

## SUSTAINABILITY POLICY

We at SAJJAN INDIA LIMITED, are committed to sustainable development as a core principle in all our business operations. We prioritise accountability, transparency, ethical behaviour, and respect for stakeholders' interests while integrating Environmental, Social, and Governance (ESG) principles and practices.

We are committed to striving continuously for profitable, sustainable growth through :

- **Sustainability Focus :**
    - Strive for profitable, sustainable growth by reducing dependency on natural resources and increasing renewable energy share.
    - Use water and energy judiciously, encouraging recycling, reuse, and recovery to reduce carbon footprint and waste.
  - **Environmental Responsibility :**
    - Work towards green chemistry and product safety to reduce environmental impacts.
    - Implement sustainable practices throughout the value chain, from procurement to production and distribution.
    - Promote circular economy principles to reduce waste and increase resource efficiency.
    - Develop strategies to protect and restore biodiversity in areas of operation.
  - **Ethical Conduct :**
    - Act responsibly and ethically, complying with all applicable laws and codes of conduct.
    - Promote ethical behavior throughout the organization.
  - **Human Rights Due Diligence :**
    - Conduct regular assessments to identify and mitigate human rights risks within the Company's operations and supply chain.
  - **Social Responsibility :**
    - Strive to create inclusive growth for all stakeholders, including employees, customers, investors, and the community.
    - Promote a safe and inclusive work culture with zero tolerance for harassment, discrimination, child labor, forced labor, and human rights violations.
  - **Governance and Risk Management :**
    - Build robust business processes to minimize risks and improve quality of life through environmental and corporate social responsibility initiatives.
    - Foster transparency, accountability, and ethical decision-making throughout the organization.
    - Assess climate risks and develop adaptation strategies.
    - Regularly assess ESG risks and develop mitigation strategies.
    - Ensure that ESG risks are considered in decision-making processes.
  - **Supply Chain Sustainability :**
    - Build trusted and long-lasting relationships with suppliers based on shared sustainability values.
    - Collaborate with suppliers to promote sustainable practices and reduce their environmental and social impacts.
    - Conduct regular supplier assessments to ensure compliance with ESG standards.
  - **Engagement and Collaboration :**
    - Foster a sustainability culture, provide sustainability training, and recognize employee contributions.
    - Collaborate with stakeholders to address ESG concerns and expectations.
    - Participate in community development initiatives.
    - Support local social and environmental causes.
    - Address any concerns raised by local communities.
  - **Innovation and Technology :**
    - Foster innovation and adopt new technologies to improve sustainability performance.
    - Explore opportunities for renewable energy, energy efficiency, and waste reduction.
  - **Transparency and Reporting :**
    - Disclose ESG performance through annual reports and other relevant communications.
    - Consider obtaining third-party verification of ESG performance.
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- Governance and Implementation :**
- **ESG Committee Oversight :** The ESG Committee will provide strategic guidance and oversight for sustainability initiatives.
  - **Procedures and Governance :** Establish clear procedures and governance mechanisms for effective policy implementation.
  - **SMART Targets :** Set specific, measurable, achievable, relevant, and time-bound (SMART) targets for sustainability performance.
  - **International Standards :** Align practices with relevant international standards.

This policy applies to all Sajjan India Limited operations, including research and development, product manufacturing, distribution, sales, and supply chain activities, across all locations.



Managing Director & CEO