



## ENVIRONMENT SOCIAL GOVERNANCE POLICY

Indore Composite Pvt Ltd. strongly believes that prioritizing in all its business operations will lead to a resilient and sustainable economy through long-term value creation for its stake holders and the nation.

In line with these beliefs, we express our commitment to Environment, Social and Governance (ESG) principles and leverage the diversity and size of our Group to create sustained and scalable impact.

To sustain this, we commit ourselves to,

- 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.
- Identify and manage climate change related risks through mitigation and adaption measures.
- Practice energy conservation and focus on adopting energy efficient processes across their business operations.
- Protect human rights wherever we operate and conduct their business in an ethical and responsible manner.
- Provide all 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.
- Enhance a diverse inclusive and hybrid work environment.
- Lead with trust and transparency.
- Foster a diverse and accountable governance.
- Maintain high ethical standards at all times for mutual growth.
- Adhere to a high standard of corporate governance and ensure robust internal reporting and controls, transparency, and accountability to all stakeholders.

This Policy shall be reviewed periodically on such basis and at such times as may be prescribed by the ICPL Committee.

Place: Ambarnath (MH)  
Date: 09-10-2023

A handwritten signature in blue ink, appearing to read "Mukesh Sanghvi", is positioned above the printed name and title.

**MUKESH SANGHVI**  
Managing Director



## ENVIRONMENT SOCIAL GOVERNANCE POLICY

Indore Composite Pvt Ltd. acknowledges the global shift towards sustainable and responsible business practices, and we are committed to playing our part in creating a more resilient and sustainable economy for our stakeholders and the global community.

### Environment:

1. **Sustainability Commitment:** Indore Composite Pvt Ltd. commits to minimizing environmental impact in all our operations, actively contributing to global sustainability goals.
2. **Environmental Compliance:** We will adhere to all relevant international and local environmental laws, regulations, and standards, regardless of where our business is conducted.
3. **Climate Change Mitigation:** We are dedicated to identifying and mitigating climate change-related risks through proactive measures and adopting sustainable practices to reduce our carbon footprint.
4. **Energy Efficiency:** We will champion energy conservation and prioritize energy-efficient processes across our global business operations.

### Social:

1. **Human Rights and Ethical Business:** Indore Composite Pvt Ltd. is committed to protecting human rights in all areas of operation, conducting business ethically, and respecting the dignity of all individuals.
2. **Safe Workplace:** We pledge to provide our employees and local communities with a safe and healthy workplace, ensuring their well-being.
3. **Community Development:** We will actively engage with local communities to foster holistic development and create shared social, environmental, and economic value.
4. **Customer-Centric Approach:** We prioritize delivering high-quality products and services, with a focus on meeting customer needs and expectations.
5. **Inclusive Work Environment:** We strive to cultivate a diverse, inclusive, and hybrid work environment that encourages innovation and equality.

### Governance:

1. **Transparency and Trust:** We will lead with trust and transparency, establishing open lines of communication with all stakeholders.
2. **Accountable Governance:** Indore Composite Pvt Ltd. is committed to fostering a diverse and accountable governance structure that adheres to global best practices.
3. **Ethical Standards:** We maintain high ethical standards at all times to ensure mutual growth and uphold the reputation of our organization.
4. **Corporate Governance:** We will uphold a high standard of corporate governance, ensuring robust internal reporting and controls, transparency, and accountability to all stakeholders.

This Policy will be periodically reviewed by the Indore Composite Pvt Ltd. Committee, in line with industry best practices and evolving global standards, to ensure its continued relevance and effectiveness.

A handwritten signature in blue ink, appearing to read "Mukesh Sanghvi".

Place: Ambarnath (MH)  
Date: 09-10-2023

**MUKESH SANGHVI**  
Managing Director