



INDO COUNT INDUSTRIES LIMITED

ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY

Version No.:1.1

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Approved by: Board of Directors

A. OBJECTIVE

The objective of the Environment Social and Governance policy ('Policy') of Indo Count Industries Limited ('ICIL' or 'the Company') is to reinforce our commitment to integrate environmental, social and ethical principles into our business, which is central to improving the quality of life of the communities we serve globally and in enhancing long-term stakeholder value.

B. POLICY COMMITMENTS

1. Environmental Commitments

The Company commits to:

- a. Comply with applicable legal requirements including consents, permits, licenses, environmental clearances, etc.
- b. Implement and maintain environment management systems all across our operations along with monitoring, reporting and continually improving our environmental performance.
- c. Reduce our impact on climate change by undertaking energy efficiency measures, adopting the use of renewable and non-conventional sources of energy, and utilising alternative raw materials and fuels.
- d. Promote sustainable water management practices, including efficient water consumption, recycling, treatment, etc. across all our operations, along with rainwater to minimize freshwater withdrawal and sub-surface water conservation measures.
- e. Integrate sustainability in our supply chain through farmer training, supplier engagement, sustainable procurement policies and promotion of climate-smart agriculture practices.
- f. Embrace the principles of circular economy by reducing, reusing, recycling and recovering waste materials generated in operations.
- g. Reduce our impact on the environment by designing, developing and using environmentally friendly packaging which can be recycled or explore opportunities to implement circularity through recycling initiatives. Design and develop packaging which results in improved sustainable development.

2. Social Commitments

The Company commits to:

- a. Comply with applicable legal requirements, labour laws, etc.
- b. Nurture human capital through engagement, training and development, motivation and provision of an inclusive and diverse environment which allows them to excel.

- c. Promote equal opportunities fundamental human rights for all employees, fair compensation, freedom of association and the right to bargain collectively in a lawful and peaceful manner.
- d. Provide equal treatment and opportunity to everyone without regard to race, colour, religion, gender, sexual orientation, national origin, age, disability, veteran, marital or domestic partner status, citizenship, family relationship or any other similar characteristic.
- e. Apply Health & Safety standards and guidelines, provide necessary resources, training and education, and measure performance to ensure zero harm to employees, visitors and contractors.
- f. Work with local communities around our locations for social interventions or community development projects.
- g. Ensure that each product meets the highest safety and quality standards applicable for its usage.

3. Governance Commitments

The Company commits to:

- a. Go beyond compliance with respect to applicable legislation for environmental protection, health & safety, employment & labour welfare and corporate governance.
- b. Ensure a robust corporate governance framework keeping in mind the interests of all the stakeholders
- c. Conduct business in ethical and transparent manner.
- d. Engage with diverse stakeholder groups on sustainability issues through transparent communication and strategic collaborations.
- e. Public disclosure of sustainability performance in line with leading national and global reporting frameworks.

C. REVIEW AND IMPLEMENTATION OF THE POLICY

An internal ESG Council will be set up to establish quantitative targets, monitor compliance and implementation of this Policy, to discuss the progress and achievements in the ESG initiatives undertaken by the Company, and to further provide advice on the changes that may be required in the Policy.

The ESG Council will place periodical reports before the ESG and CSR Committee of the Board of Directors for its review and guidance. The ESG and CSR Committee will be responsible to establish quantitative targets, reviewing and amending this policy.