

Social and Environmental Responsibility Policy

The purpose of this policy is to set guidelines for the Company's objective to achieve sustainable protection of the environment, people and planet through creating shared values for business and society.

The Company is committed to creating a more equitable and inclusive society by supporting processes that lead to sustainable transformation and social integration. Our primary focus of social responsibility is to craft business policies that are ethical, equitable, environmentally conscious and gender-sensitive. The Company shall strive to ensure the highest quality for its products and customer services together with maximum market outreach. The Company ensures that all social and environmental dimensions are considered when developing its strategies, policies, practices, and procedures.

Protecting the Environment

In order to protect the environment, the Company shall:

- Meet or exceed the requirements of relevant legislative, regulatory, and environmental standards.
- Identify, reduce, and dispose of waste arising from our operations in a manner that minimizes harm to the environment and prevents pollution of land, air, and water.
- Reduce the consumption of energy and water and use renewable and/or recyclable resources wherever practicable.

Supporting the Communities

Sustainability and community development shall form a part of the core values at Company.

- As a responsible social entity, the Company shall provide support to national and local charities or entities to promote the cultural and economic development of local communities.
- The Company shall ensure community development and uplift the standards of living of the masses through health, education, and environmental interventions.
- The Company shall support the development of quality human resources in the Country by sponsoring scholarship programs at leading universities/schools. Moreover, the Company shall support the provision of facilities/resources to such places of learning.
- The Company shall provide free medical facilities through welfare dispensaries located at plant sites.
- The Company also encourages its employees to share their time and skills in a socially constructive manner for the development of society.



Our People

The Company recognizes that its human resources are its most valuable asset, and it is committed to providing careers and working environments in which its people can achieve their full potential.

- The Company is dedicated to protecting human rights through its “Code of Conduct” and the provision of equal opportunity to potential employees and exercises all fair labor practices.
- The Company shall ensure that its activities do not directly or indirectly violate human rights at any of Company’s sites (e.g., forced labor, child labor, etc.). As a policy, the Company does not hire minors as a workforce.
- The Company shall employ differently-abled persons wherever business requirements allow.
- The Company shall make every reasonable and practicable effort to provide safe and healthy working conditions in all its plants, sites, and offices.