

CEIGALL INDIA LIMITED

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

INTRODUCTION

Ceigall India Limited and its group entities recognises the significant financial and economic impacts of environmental, social and governance (ESG) risks and are committed to ensuring that our actions are guided by the goal of playing a constructive role in society and ensuring long term value creation for all stakeholders by prioritizing sustainability in all its business operations which will lead to a resilient and sustainable economy.

In line with this commitment, we are committed to adhere to the environment, social and governance (ESG) principles to create sustained and scalable impact and incorporating them in our strategic plan.

The CIL Group will set up an ESG committee of executives under the guidance of the board of directors for effective implementation, management and accountability of the ESG principles.

COMPOSITION OF THE COMMITTEE

1. Dr. Sudhir Rao Hoshing – ESG Head
2. Mrs. Megha Kainth – Member
3. Mr. Ayyalusamy Saravanan – Member
4. Mr. Pawan Kumar – Member
5. Mr. Chandan Singh – Member

ROLES AND RESPONSIBILITIES

The roles and responsibilities of the committee are set out hereunder:

- 1) The overall responsibility for the oversight and implementation of this policy lies on the ESG committee, and to actively manage all such risks and opportunities.
- 2) The committee will also act as a nodal point for ESG rating.
- 3) The ESG committee shall meet to review and discuss ESG matter, initiatives, including the identification, assessment and prioritization of material and strategically significant ESG Matters.
- 4) The ESG committee shall oversee the Company's public disclosure on ESG matters including any material sustainability reports;
- 5) As part of Company risk management framework, half-yearly risk reviews are collated by the each of the Head of the Department. The risk reviews include a section on ESG matters and any "high" ESG risks/issues would be captured and attended to.
- 6) The ESG Committee will review and suggest alternate measures to reduce emission.
- 7) The ESG Committee will oversee the Company's reporting standards and data in relation to ESG matters and provide inputs to bridge the gap, if any, with ESG norms adopted.
- 8) The ESG committee will organise annual training & learning for all Members and Employees, including a post training assessment.

COMMITMENTS

- a) Comply with applicable laws and regulations wherever the business is conducted.
- b) Follow sustainable business practices across the different business segments.
- c) Practice energy conservation and focus on adopting energy efficient processes across their business operations. The businesses will procure renewable energy wherever possible and create a roadmap to replace fossil-fuel based energy sources towards decarbonization.
- d) Continue developing and implementing technologies and strategies to reduce water consumption, waste generation especially of hazardous nature and explore additional opportunities to reuse, recycle and upcycle materials towards circular economy.
- e) Protect human rights wherever we operate and conduct their business in an ethical and responsible manner.
- f) Building skills and competencies of their employees through a wide range of training and development programs and activities.
- g) Provide employees and communities a safe workplace and environment.
- h) Strive to address the needs of customers and invest in technologies and innovative solutions to enhance customer experience, satisfaction and ensure health and safety and privacy.

MONITORING

The CIL Group understands that the essence of corporate governance calls for risk awareness, and demand for data and transparency. Therefore, to enable the management and disclosure of ESG factors, CIL Group shall formulate a framework for the implementation of an ESG performance monitoring and reporting framework in alignment with the SEBI's business responsibility and sustainability reporting format.

The CIL Group shall also prepare and publish a sustainability/ESG report on an annual basis as per SEBI's business responsibility and sustainability reporting format and endeavours to align with the Global Reporting Initiative standards or the Sustainability Accounting Standards Board.

GRIEVANCE REDRESSAL MECHANISM

CIL has adopted grievance redressal policy and will follow the same for providing a platform for all the stakeholders to register their complaints or concerns on environment issues.

- ESG Head is the Focal Point to receive and acknowledge the complaints at secretarial@ceigall.com from all the stakeholders.
- The registered complaints will be screened and evaluated w.r.t nature of complaint or grievance (severity, impact to business)
- The validated complaints after the assessment are logged and documented.
- The captured grievances are evaluated and responded to by corresponding focal point assigned.
- The grievances are resolved within stipulated time frame and regular feedback is provided to the complainants about the progress of the grievance redress process.
- No reprisal or retaliatory action will be taken against any employee or stakeholder for raising concerns under this policy.

REVIEW

The policy shall include a provision for the Board of Directors to review the policy every three years and make any necessary changes to ensure its effective implementation.
