



Environment and Social Management Policy

(ESMS Policy)

Introduction

Gravita India Limited is committed to conducting its recycling operations in a socially and environmentally responsible manner. We recognize the importance of protecting the environment, ensuring the health and safety of our employees and communities, and promoting sustainability throughout our operations. This Environment and Social Management System (ESMS) Policy outlines our commitment to these principles and serves as a framework for our actions.

Policy Statement

Environmental Commitment

Gravita India Limited is dedicated to minimizing its environmental footprint and promoting sustainable recycling practices.

We are committed to:

- a. Compliance: Complying with all relevant environmental laws, regulations, and standards in the locations where we operate.
- b. Pollution Prevention: Implementing measures to prevent pollution and reduce our environmental impact, including the responsible handling and disposal of hazardous materials.
- c. Resource Efficiency: Striving to optimize resource use, minimize waste, and promote the responsible use of energy and water.
- d. Biodiversity Conservation: Protecting and conserving local biodiversity by minimizing disruption to ecosystems and natural habitats.

Social Commitment

Gravita India Limited is dedicated to fostering positive relationships with our employees, communities, and stakeholders.

We are committed to:

- a. Health and Safety: Ensuring the health and safety of our employees by providing a safe working environment, providing the best labour working conditions, and promoting best practices in safety, and continuously improving labour working conditions, terms of employment and implementing an effective grievance mechanism for employees.
- b. Community Engagement: Engaging with local communities to address concerns, provide education, and support initiatives that improve the quality of life in the areas where we operate, and minimize the impacts of downstream impact of waste generated in our operations including wastewater and disposal



of hazardous waste. All grievances will be resolved with the best interest of the communities with an effective grievance mechanism.

- c. Responsible Sourcing: Sourcing materials responsibly and ethically, considering the social and human rights impacts of our supply chain.
- d. Diversity and Inclusion: Promoting diversity and inclusion within our workforce, respecting human rights, and ensuring fair treatment for all employees.

ESMS Implementation

Gravita India Limited is committed to integrating environmental and social considerations into our business operations. To achieve this, we will:

- a. Establish an ESMS: Develop and implement an Environment and Social Management System to identify, assess, and manage environmental and social risks and opportunities.
- b. Training and Awareness: Provide training and awareness programs for our employees to ensure they understand and uphold our ESMS principles.
- c. Continuous Improvement: Continuously review and improve our ESMS through regular assessments, audits, and performance monitoring.
- d. Stakeholder Engagement: Engage with stakeholders, including employees, communities, customers, and suppliers, to gather feedback and enhance our ESMS.

Accountability

All employees at Gravita India Limited are responsible for upholding this ESMS Policy. Our leadership team is accountable for ensuring the policy is communicated, understood, and implemented throughout the organization.

Reporting and Communication

We will transparently communicate our environmental and social performance to stakeholders and the public through regular reports and disclosures.

Compliance and Review

Gravita India Limited is committed to annually reviewing and updating this ESMS Policy to reflect changes in regulations, best practices, and our business operations. We will ensure that we remain in compliance with all applicable laws and regulations.

This ESMS Policy is endorsed by Gravita India Limited leadership and is integral to our commitment to sustainability, social responsibility, and ethical business practices.

Signed by


Yogesh Malhotra

CEO, Gravita India Limited

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