



Sustainable Procurement Policy

Gravita Sustainable Procurement Policy

1. Purpose

Gravita being a global organization seeks to initiate monitoring and improvement of their supply chain sustainability performance. Being in the recycling sector with global value chain, Gravita supply chain sustainability work presents challenges in terms of scope and reach as well as opportunity in terms of improved awareness for sustainability issues and development of supplier sustainability framework in the long run thereby improving overall sustainability of our business. This policy is first step in this direction.

2. Scope

The Policy will be applicable to tier-one suppliers of Gravita India Limited up to top one hundred suppliers.

3. Expectations

Gravita India Limited expects their suppliers to align to following requirement for their business operations:

❖ Environment:

- Comply and adhere to all the applicable environmental laws in respective countries/jurisdiction.
- Suppliers who actively reduce their environmental footprint through energy efficiency, waste reduction, and emissions control will be welcomed.
- Implement measures to reduce CO₂ emissions from operations
- Strive towards the use of renewable energy and enhance the efficiency of the energy consuming equipment and processes
- Implement measures to reduce the air, water, noise & soil pollution in the manufacturing operations.
- Implement ISO 14001:2018 framework and/or ISO 50001:2018 or any other globally acceptable framework for environment and energy to continually improve your environmental and/or energy performance.
- Ensure management and disposal of waste as per legal norms and strive for utilization of waste in other processes.

❖ Labor and Human Rights

- Ensure no Child, Forced or bonded labour in their operations. We expect suppliers to put a process in place to avoid use of such labour force.
- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment.
- Ensure wage payment is more than minimum wage for the country and as per legal requirement.
- Ensure workers are provided with basic understanding regarding workplace hazards and work on reducing them at workplace.

Gravita Sustainable Procurement Policy

- Ensure workers are provided with correct PPEs at workplace to minimize chances of injury.
- These processes include supplier assessments, audits, and ongoing monitoring to ensure compliance with our policy and international labour standards.

❖ Business Ethics

- Obey all relevant domestic laws regarding ethical business practices and legal requirements of respective country.
- Maintain appropriate financial records of business dealings in accordance with all applicable accounting and financial reporting standards which represent the generally accepted guidelines, principles, standards, laws and regulations of the country of operation.
- Conflict of interest: Suppliers are expected to report any conflict of interest in any business dealings with Gravita India Limited that supplier is aware of to allow us the opportunity to take appropriate action.
- It should be disclosed if any Gravita employee or professional under contract with Gravita may have significant ownership or interest in a supplier's business.
- We encourage our suppliers to conduct all transactions with their business partners in a fair and transparent manner including fair evaluation, reasonable selection, equal opportunities, fair and free competition for all.

❖ Accountability

- The responsibility of implementation of this policy will lie with procurement teams engaged in procurement of spares and consumables and battery import.
- The ESG Head will provide support to the Procurement teams in case of any explanation or query or for improving awareness.
- Gravita India Limited will ensure awareness amongst our suppliers (current and potential) regarding our expectations from suppliers on ESG issues.
- Since in recycling industry, the capability and maturity of the suppliers is very limited, Gravita India Limited will ensure violations are communicated to suppliers and adequate time and support is provided to suppliers.
- In the initial phase, we will not levy any penalty on suppliers but will emphasize performance improvement through awareness and follow corrective measures.

4. Review

This policy will be reviewed biannually.

Approved by

Mr. Yogesh Mathotra

(CEO & WTD, Gravita India Limited)