



**ENVIRONMENTAL, SOCIAL & GOVERNANCE  
POLICY  
OF  
JAYASWAL NECO INDUSTRIES LIMITED**

## **Preamble**

Jayaswal Neco Industries Limited (hereinafter referred to as 'JNIL', or 'the Company') ,Environmental, Social and Governance ("ESG") Policy ("Policy") describes the Company's commitment to sustainability, including mitigating environmental impacts, addressing relevant social issues and maintaining sound governance procedures.

## **Objective & Scope**

The objective of this Policy is to affirm the company's commitment to achieving long-term sustainable outcomes through the products of the company, supply chain and in the communities where we operate. The Policy describes the overall intentions and direction of the company related to environmental and social performance. It provides a framework for the setting of its ESG objectives and targets. This Policy applies to all of the company's operating business activities. It sets out the sustainability commitments and intents for all employees and contractors operating with and under the Company.

## **Policy Statement**

The Company is committed to achieving long-term sustainable outcomes through its products to the broad stakeholder, across the company's supply chain and in the communities in which the Company operates.

The following principles guide the approach to the sustainability of the company:

- Integrating ESG considerations into the products.
- Implement sustainable practices, where feasible, through innovation and the sharing of best practices across the product chain.
- Act responsibly as a steward of the natural environment by addressing environmental impacts whilst also enhancing operational efficiency and values.
- Recognize the social impact and have consideration for the local communities in which the Company operates.

To ensure that the above principles are met, the Company has established a sustainability management system approach, based on principles defined within the international standard for environmental management ISO 14001. In simple terms, the company reviews performance to define material issues, develops improvement objectives, implements and tracks progress then reviews. This framework will assist in the development and continual improvement of sustainability performance to the benefit of all the stakeholder.

### **1. MANAGEMENT OF THE COMPANY'S ENVIRONMENTAL IMPACT**

The Company acknowledges that its operations have both a direct and indirect impact on the environment. The Company is committed to water management, protection of the environment, compliance with all relevant legal obligations, integrating sustainability and climate risks into all processes.

The depletion of natural resources and the threat of climate change have raised concerns about the environment and the potential financial impact on businesses. Sustainable options are increasingly being considered as part of investment choices. The issues are diverse but the main areas are:

- Factors contributing to climate change
- Efficient energy consumption
- Responsible disposal of hazardous waste
- Sustainable use of resources
- The impact of climate change on businesses

## **2. COMPANY'S COMMITMENT TO EMPLOYEES WELL BEING AND A SUSTAINABLE SOCIETY**

Sustainability is a core part of the Company's business culture and a central pillar of the Company's business strategy. We will educate and enable our stakeholder on how we can work together to make a society sustainable. Inclusion, diversity and equality are becoming more important considerations in relation to the way in which businesses operate and can generate competitive advantage; with these areas attracting increasing scrutiny from a range of stakeholder. In particular, there are increasing commercial benefits for businesses that have inclusive and diverse work ethics and practices; and we look at the impact a company has on its employees, local communities and society. The main areas of consideration are:

- Preservation of human rights and avoidance of any complicity in human rights abuses
- Equality and diversity among employees
- Non-discriminatory employment practices
- Ensuring there is no child labour
- Health and Safety
- Animal welfare
- Corporate donations

## **3. ETHICS & GOVERNANCE**

The Company employs clear rules to encourage exemplary day-to-day behavior and to enable innovation while managing risk in a stringent regulatory environment. The Company addresses a number of issues and including others: Health and Safety, Fraud, Corruption, Environmental Protection, etc.

Corporate Governance covers the rights and responsibilities of the Management of a Company – its structures, corporate values, and accountability processes. This relates to the following areas:

- Management structure
- Power balance between the CEO and the Board of Directors (BoD), separation of Chairman from CEO, appropriate checks and balances for members of the Management Team
- Employee relations and workplace grievances
- Executive remuneration
- Corporate Codes of Conduct

## **Responsibility and Administration of the Policy**

The Company's Board has overall responsibility for this Policy. However, all the Employees of the Company are responsible for ensuring they follow the Company's ESG policy and the senior management's support in the implementation of the decision-making processes. This Policy is communicated to all the employees and is publicly available on the company's website.