

SUBHASH CHEMICAL INDUSTRIES PVT. LTD.

QUALITY ASSURANCE DEPARTMENT

Format No. : SCI/POL/030	Revision Date : JAN. 2026
Revision No. : 00	Next revision due : DEC. 2028

Environmental, Social and Governance Policy

1. INTRODUCTION: We understand that Environmental, Social & Governance (ESG) performance and management of ESG risks is a key consideration for all our stakeholders. ESG investing carried out continues to gain momentum as - customers and market demands necessitate corporations to engage in more sustainable business practices and a growing number of institutional investors look to align financial returns with ethical and other non-financial considerations.

Therefore, we consider adoption of ESG principles as imperative and not just a reporting requirement. ESG is increasingly becoming an integral part of our functioning, going beyond the realms of reporting to becoming part of the Company's culture.

2. ESG FRAMEWORK:

Our ESG Policy is driven by our vision to be a leader in sustainable business. We envision integration of ESG aspects into our business operations which will help in generating superior long-term value, and reducing risks faced by the business.

Through our ESG Policy, we aim to:

- Define our position on ESG matters; and
- Guide employees on the manner to integrate ESG aspects in their decision making processes relating to activities of the Company.

3. REGULATORY FRAMEWORK ON ESG REPORTING:

The Ministry of Corporate Affairs (MCA), released a set of guidelines in 2011 called the National Voluntary Guidelines on the Social, Environmental and Economic Responsibilities of Business (NVGs) in order to provide guidance to businesses on what constitutes responsible business conduct. In March 2019, the NVGs were revised and released as the National Guidelines on Responsible Business Conduct (NGRBCs).

The Companies Act, 2013 (CA 2013) read with the Rules made thereunder and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations), are the two important legislations that have covered the various aspects of ESG reporting in a fragmented manner.

Disclosure Framework under the CA 2013:

- The Director's Report shall include information related to steps taken by the Company towards conservation of energy, technology absorption, etc.
- The Director's Report of all companies that are required to constitute a CSR Committee is required to include Annual Report on Corporate Social Responsibility (CSR), which among other things sets out in detail the CSR initiatives of the Company.

Disclosure Framework under the Listing Regulations:

- From F.Y.2022-23, filling of Business Responsibility and Sustainability Report (BRSR) shall be mandatory for the top 1000 listed companies (by market capitalization). The BRSR seeks disclosures from listed entities on their performance against the nine principles of the NGRBCs.

4. FOCUS AREAS:

We work with the firm belief that sustainable business and financial performance go hand-in-hand. This belief coupled with a robust governance mechanism, ensures that we are continually working towards our ESG commitments to lead change and make a positive difference to people and the planet.

Prepared by:	Checked by:	Approved by:
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Environmental Commitments:

Through our time bound commitments and initiatives in the environmental realm, and in line with our sustainability initiatives, we aim to grow the business while decoupling the environmental footprint from growth and increasing the positive social impact. We are committed to improving the health of our planet. Our key focus areas under Environmental Commitments are:

- Climate Action
- Protect and regenerate nature
- Waste-free world

Social Commitments

Through our brands and operations across India, we strive to address social inequalities and improve people's health, confidence, and well being. Our key focus areas under Social Commitments are:

- Positive nutrition
- Health & well being
- Equity, diversity & inclusion
- Raise living standards
- Future of work

Governance Commitments

Conducting our operations with integrity and respect for people and the planet has always been core to our corporate behavior and governance. Our Corporate Governance framework has evolved over the years - however, our values & principles continue to be our guiding force and have always held us in good stead. Our key focus areas in Governance are:

- Integrity
- Responsibility
- Respect
- Pioneering

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