

	ESG POLICY		Doc. No.	JBM-BE-02-00
	Group Level	Legal Entity	Rev No.	00
	✓	JBML, JBMA, NMPL, JBMI and other JBM Group Entities	Rev Date	August 2023
	Environmental Social & Governance (ESG)		Rev Frequency	Yearly
			Doc Owner	Group Business Excellence
			Approved By	Group ESG CFT

Preamble

JBM Group (hereinafter referred to as ‘JBM Group’ or ‘The Company’) Environmental, Social, and Governance (“ESG”) Policy (“The Policy”) describes the Company’s commitment to sustainability, including mitigating environmental impacts, addressing relevant social issues, and maintaining sound governance procedures.

Objective / Purpose

The objective of this policy is to affirm the company’s commitment to achieving long-term sustainability outcomes, as desired by the various stakeholders, during its operations while delivering various products & services for our customers. The policy describes the overall intentions and direction of the company management related to environmental, social and governance performance. It provides a framework for the setting of its ESG objectives and targets.

Scope

The policy applies to all the company’s operating business activities. It sets out the sustainability commitments and intents for stakeholders of the company.

Policy Statement

The company is committed to achieving long-term sustainability outcomes through its products and services to the broad stakeholders, across the company’s value chain and in the communities in which the Company operates. The following principles guide the approach towards the sustainability of the company:

- Integrating ESG considerations into the products and services; policies and procedures; actions, roadmaps, and strategies.
- Implement sustainable practices, where feasible, through innovation and the sharing of best practices across the value 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.
- Act responsibly towards its investors, lenders, directors, and other stakeholders through good corporate governance mechanisms.

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), Occupational Health & Safety management (ISO 45001) which are mandatory, as well as social responsibility/accountability (ISO 26000 or SA 8000) which are optional, but desirable for the group entities.

Policy Elaboration

In simple terms, the company reviews performance of defined material issues in the three areas i.e. ESG which are elaborated below. The company develops improvement objectives; define and prioritize projects, implement, and tracks the progress through regular reviews. This framework will assist in the development and continual improvement of sustainability performance, while ensuring benefits to all stakeholders.

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 & air quality management, protection of the environment while reducing its overall footprints through waste reduction, compliance with all relevant legal obligations, and integrating sustainability & climate risks into all processes and stages of the product life cycle. Our focus towards environmental sustainability is highlighted by one of our **5 core values "Safe & Green"**, which is inherent and embedded into the organization since its inception. A unique "**PANCHTATTVA**" approach is adopted across all entities which focuses on improving & optimizing resource utilization in the 5 environmental aspects i.e., Prithvi, Agni, Vayu, Jal & Akash.

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:

- Ensuring our businesses are ISO 14001 compliant.
- Factors contributing to climate change – CO₂, SO_x & NO_x, ODS emissions reduction.
- Sustainable use of resources – water, air, paper, wood, etc. based on 3R (Reduce, Reuse, Recycle) principle.
- Energy conservation based on GTC (Generation, Transmission & Consumption) approach.
- Responsible disposal of hazardous waste
- Assessing the risks due to impact of climate change on businesses.
- Promoting green products/service and supply chain.

2. THE COMPANY'S COMMITMENT TO EMPLOYEES 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 stakeholders on how we can work together to make a society sustainable. Diversity, Inclusion and Equality are becoming more important considerations in relation to the way in which businesses operate and can create competitive advantage. These areas are thus attracting increasing scrutiny from a range of stakeholders. There are increasing commercial benefits for businesses that have inclusive and diverse work ethics and practices. Thus, we look at the impact a company has on its employees, local communities, and society. The main areas of consideration are:

- Ensuring our businesses are ISO 45001 compliant.
- Ensuring a good working environment for employees to mitigate/minimize risks related to occupational Health and Safety.

- Enhancing Safety culture through effective deployment of Safety policies & SOPs.
- Preservation of human rights, and avoidance of any complicity in human rights abuses
- Diversity and Equality among employees
- Non-discriminatory employment practices
- Implementation of legal requirements like POSH, minimum wage etc.
- Ensuring there is no exploitation of Child Labor or indentured servitude.

3. ETHICS & GOVERNANCE

The company employs clear rules to encourage exemplary day-to-day behaviour and to enable innovation while managing risk in a stringent regulatory environment. The Company addresses several issues, which includes 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
- Corporate Codes of Conduct
- Power balance between the CEO and Board, separation of Chairman from CEO, appropriate checks, and balances for members of the management team
- Employee relations and workplace grievances, redressal
- Customer complaint and grievance redressal
- Responsible IT management
- Corporate Social Responsibility (CSR) compliances

Responsibility and Administration of the Policy

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