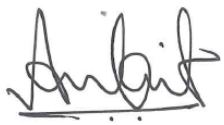
SUSTAINABILITY POLICY

Meghmani Organics Limited integrates environmental, social and governance (ESG) principles into its business and is committed to continually improving its sustainability performance. Through responsible and ethical operations, we aim to improve the quality of life of the communities we serve, create long-term value for stakeholders, and provide a diverse and inclusive workplace where employees can thrive

Commitment towards sustainability will be achieved by:

- Incorporating sustainability, ESG (environmental, social and governance) requirements in all business decisions and key work processes, with the aim of creating value, mitigating future risks and maximizing opportunities.
- Developing code of conducts, policies, actions and monitoring mechanisms of results for continual improvement in ESG requirements.
- Maintaining ethics and transparency in governance practices, adheres to requirements laid in good governance standards.
- Fostering development of learning management capacity on ESG topics.
- Establishing a governance structure to oversee our sustainability commitments, periodical review and monitoring of ESG indicators.
- Adhering to principles of product stewardship by enhancing health, safety, environmental and social impacts of products and services.
- Providing working conditions that are clean, safe, healthy and fair to employees, business associates and stakeholders.
- Strive to be neighbours of choice in the communities in which we operate and contribute to their equitable and inclusive development.
- Implement and integrate management system standards to strengthen business sustainability throughout the supply chain.
- Identifying relevant material issues and develop comprehensive sustainability strategies and adapt action plans to address them under the guidance of board.
- Communicating progress on ESG principles to stakeholders through performance report in line with reporting framework.



Mr. Ankit Patel
Chairman & Managing Director

Date: 20th Sept 2026.
Revision # 02
Next Revision Date: 19th Sept 2029

Sustainability (Environmental, Social & Governance) Policy

1. **Purpose**

   The purpose of the Sustainability (Environmental, Social and Governance) Policy (the "Sustainability Policy") is to demonstrate organisations commitment and establish framework to address environmental, social and governance ("ESG") matters of Meghmani Organics Limited.

2. **Scope & Applicability**

   This Sustainability Policy applies to the all employees of the Meghmani Organics including board of directors and all relevant stakeholders. Different business units within the Company are expected to use this policy as guidance to assess ESG and sustainability considerations in their respective decision-making processes.

   This document outlines our commitments but will not include metrics of progress. ESG metrics will be reported in other forms of disclosure i.e. BRSR report i.e. Business Report and Sustainability Report (BRSR reports)

3. **Definitions i.e. descriptions of Environmental, Social, and Governance**:

   The Environmental component of ESG refers to how our business practices affect the environment and vice versa. The scope of environment includes energy consumption and use of renewable energy, consumption of resources, waste disposal, water management, and climate risk. Our policies and programs strive to achieve sustainable operations and minimize impact on the planet.

   The Social component of ESG refers to how our organization's operations affect our people, our customers, and the communities where we live and work. Our social policies and practices strive to build a healthy corporate culture and positive relationships with our stakeholders.

   The Governance component of ESG refers to how we operate, govern, and manage risk in a way that promotes sustainability and the longevity of the organization. Our governance policies and practices outline the way in which we make decisions, set business strategy and goals, comply with applicable laws and regulations, and communicate our progress.

   This Sustainability Policy outlines our company-wide activities and commitments for each ESG focus area. We see sustainability as a business opportunity, a risk mitigation measure and an essential aspect of our core values.

4. **Governance arrangements for sustainability Policy**

   Sustainability starts with our Board of Director and its gets channelized through CEO of the company. Board demands improvements in business practices and adherence to

ESG/sustainability commitments. A committee consisting CEO, executive directors and functional heads shall meet regularly and report back to the Board about ESG progress, this committee shall play pivotal role in meeting ESG requirements:

- The Committee shall have direct control of sustainability or ESG policies, practices, and disclosure, in addition to corporate governance and operational risks related to human capital;
- The Committee shall be responsible for the risk framework of company and is responsible for establishing the risk tolerance and risk profile. This includes oversight of certain key company risks, including emerging risks;
- The Compensation structure for the Executive Director level leadership and Board will be decided in board meeting;
- Code of conducts, business Policies related to all aspects of the business processes shall be decided and approved in board meeting by board of directors; examples of code of conducts and policies that shall be approved by in board shall be as follows,
    - Business code of conduct
    - Code of sustainable procurement
    - Human right policies- anti discrimination, child labour etc.
    - Whistle-blower policy
    - POSH Policy
    - Corporate Social Responsibility Policy
    - Fair disclosures of business
    - Policies and practices relating to asset and liability management, including the Company's investment portfolio management.

The responsibility for implementation and management of our ESG framework and strategies and policies has been delegated to an Environmental, Social and Governance Committee (the "ESG Committee or Sustainability Committee").

The Committee shall be composed of CEO, COO, leaders from strategy & investor relations, corporate affairs, credit, marketing, human resources, finance, risk management, EHS and compliance.

The Committee shall priorities the initiatives for the year and shall sets long-term objectives and goals, and leads the annual reporting process on sustainability / ESG related topics.

The purpose of the committee is to guide advancement of the Company ESG/sustainability disclosure, starting with qualitative disclosures, followed by establishment of metrics and goals to support qualitative disclosures in line with BRSR guideline and other national international disclosure standards.

The Committee will also responsible for prioritizing initiatives, develop internal capabilities, and drive/monitor implementation.

The Committee shall meet on a quarterly basis and reports to the CEO and thereafter he shall discuss sustainability issues in board meeting, if needed.

The Company shall provide face-to-face or online training, development activities, and workshops on various topics pertinent to our employees and that are linked with sustainability.

5. Principles and Philosophy

The Company is committed to incorporating ESG requirements into how we manage our business. The Company is committed to assessing the environmental, social, and governance factors that impact our business, managing the risks associated with such factors, and striving to improve the way the Company operates its business in accordance with these factors. This includes identifying opportunities to reduce the Company's environmental footprint, enhancing the diversity of the organization, deepening our employee's engagement and development, and increasing transparency in our supply chain, having a positive impact on the communities in which the Company operates, and operating with a strong culture of compliance. However, the Company recognizes that there is not a one-size-fits-all approach to ESG integration; rather, the Company strives to employ best practices and evaluate ESG factors in our decision-making.

The following topics are being considered as sustainability requirements or ESG focus areas for the company; there shall be continual improvement actions for each point listed below. ESG is continuously evolving; therefore the list below may increase and change with time to sustain business,

5.1. Environmental

- Climate change risk, Energy Management & renewable energy usage
- Ecological conservation; minimise waste disposal, minimise treated waste water quantities and its release, minimise impact of operations on ecology.
- Recycling and waste management; focus of reuse / recycle, recycle i.e. water, energy, packaging material, raw materials.
- Water management;
- Reduction or abatement in pollution/emissions
- Reduction in consumption, renewable sourcing of energy,
- Energy conservations through technology absorption and reduce GHG emissions.
- Minimise process emissions and align organisational actions with SDG's.
- Increase awareness among employees about environment risk and climate change.

5.2. Social

- Social dialogue and Community engagement
- Diversity, equity and inclusion
- Training and development
- Working condition,
- Health and safety of onsite employees and customers.

- Product stewardship
- Labour standards, child labour and human trafficking
- Human rights
- Responsible producer
- Customer privacy

5.3. Governance

- Governance of ESG, accountability, and compensation
- Sustainable business practices.
- Business ethics and compliance
- Government relations and partnerships
- Cyber / information security
- Systemic risk management and business continuity
- Ethical Supply Chain and Procurement by integration of social and environmental factors.
- Corruption and bribery

6. Relevant Stakeholders

We recognize that our commitment to managing ESG risks and opportunities is essential to long-term value creation for our stockholders, employees, customers, communities, and other stakeholders. We integrate sustainability and ESG considerations into our activities and continually improve our practices across the stakeholder groups described below,

6.1. Employees

- Respect for diversity, and non-discrimination because of gender, race, region, age, sexual orientation, or any other condition.
- Promotion of employment stability, work flexibility and work-life balance, as well as a safe and healthy workplace for employees.
- Encourage equal opportunities among its employees, aspiring to have a balanced representation of diverse population.
- Ensure employees behave in accordance with ethical and responsible conduct principles and rules in accordance with our Code of Conducts.
- Promote social and environmental issues, including measures for environmental management practices, social and environmental risks, and business opportunities.
- Encourage volunteering of employees in CSR activities conducted in nearby communities where we serve prosper.
- Ensuring compliance to product stewardship requirements.

6.2. Customers

- Offer products and services that are accessible to our customers and provide them with accurate, sufficient and appropriate information.

- Consider ethical, social and environmental matters and financial and risk criteria pursuant to this Sustainability Policy.
- Prevent and avoid the funding of illegal activity in compliance with the Anti-Money Laundering by taking any additional measures deemed necessary.
- Promote specialized financial education with the objective of providing information to current and potential clients about products and financial services, as well as the expertise needed for decision-making.
- Protect customer privacy and personal information by instilling proper security safeguards.
- Ensuring compliance of human right principles at workplace.

6.3. Shareholders

- Offer thorough, clear, and accurate information to all shareholders through various communication channels annually.
- Listen and incorporate advice and recommendations about ESG trends and disclosures.
- Include ESG information and metrics in our annual BRSR disclosures and incorporate updates, where relevant, in shareholder communication.
- Engage rating agencies that evaluate and rate the Company's performance on ESG matters.

6.4. Suppliers and Vendors

- Ensure suppliers, consultants, and contractors conduct their business ethically, responsibly, in full compliance with the law, and as detailed in the Code of Conduct, which service providers are required to acknowledge.
- Identify, prioritize, monitor, and control risks that may impact the Company.
- Prioritise and Procure materials and services that have ESG benefits.

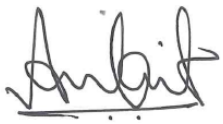
6.5. Communities

- Improve the social and economic well-being of our communities, including the continuation of sponsorships and collaborative projects directly impact economic development, education, health and environmental conservation.
- Provide relief for our communities experiencing natural disasters and other events through charitable donations, employee volunteering and other efforts from the Company.

7. Policy Review and Revision History

We are committed to updating the Sustainability Policy periodically, but in no event less than every three (3) years, to reflect current commitments and relevant practices at the Company.

Version No.	Date of Issue	Description of Change / Revision Summary
Rev. 00	20th Oct 2023	First time policy developed to meet sustainability frameworks.
Rev. 02	20th Sept 2026	1. Revised the opening policy statement to reflect the integration of ESG principles into business operations and a commitment to continual improvement in sustainability performance. **Rev 01:** Meghmani Organics Limited is committed to integrate environmental, social and ethical governance principles into its business for improving the quality of life of the communities we serve and enhancing stakeholder value. We are committed to operating our business with integrity, supporting environmental and social responsibility, and building a diverse and inclusive workplace where our employees can thrive. **Rev 02:** Meghmani Organics Limited integrates environmental, social and governance (ESG) principles into its business and is committed to continually improving its sustainability performance. Through responsible and ethical operations, we aim to improve the quality of life of the communities we serve, create long-term value for stakeholders, and provide a diverse and inclusive workplace where employees can thrive. Section 6: Relevant stakeholders **Rev 01:** We are in the process of integrating sustainability i.e. ESG into our activities, focusing on certain aspects among the different stakeholders is as detailed below. **Rev 02:** We integrate sustainability and ESG considerations into our activities and continually improve our practices across the stakeholder groups described below



Mr. Ankit Patel
Chairman & Managing Director

Date: 20th Sept 2026. Revision # 02. Next Revision Date: 19th Sept 2029