

SUSTAINABILITY POLICY

1. INTRODUCTION

Sustainability management is an integral part of the business of **Diligent Industries Limited** ("The Company") which goes beyond economic, legal or regulatory motives. The Company understands the social and ecological impact of our business and works towards being a responsible global organization by adopting sustainability practices in all levels of our business impacting overall performance of the Company. This policy defines the framework for sustainability at the Company and provides a governing platform for Sustainability work streams to create long lasting value for business, environment and society.

2. SCOPE

This policy applies to all levels of the organization across the Company and its subsidiaries.

3. VISION

To be an industry leader in implementing sustainable business practices which help maximize benefit to the environment and community.

4. OUR COMMITMENT

We aim to follow and promote sustainable business practices and to co-create sustainable business value for our stakeholders to achieve their sustainability goals. We believe that environmentally sustainable business operations will empower us to create a sustainable future.

5. POLICY

We at the Company as a manufacturing entity, recognizes the impact of its business operations on the 3 key pillars of sustainability, namely human development, product and environmental impact. Hence it makes continuous efforts to optimize efficiency across the environmental, social and governance framework of the company. The Company encourages involvement of all stakeholders and ensures that the policy is well communicated, implemented, monitored and reviewed periodically.

Human development and employee welfare

The Company ensures a safe and motivated work environment for its employees and associates, fostering a climate of social responsibility and volunteering towards the community environment, ensure appropriate access to safe water, sanitation and hygiene for all employees in the premises, supporting health of the employees and educational support to the children of employees.

The Company has adequate practices for maintaining transparency, fairness and equity; acquiring, developing and retaining a pool of high caliber talent.

The Company expects its business partners also to establish a human rights compliant business environment at their workplace. The Company believes that its vendors and suppliers must establish processes for mapping/monitoring progress on human rights performance.

Product sustainability

The Company provides products and services of superior quality and value by sourcing its technologies, equipment, inputs and finished goods from reputed international and Indian

manufacturers and suppliers. The Company is committed to providing products and services that offer best-in-class quality and user experience. The company endeavors to use sustainably sourced ingredients in products and internationally accepted standards of manufacturing in business.

The Company endeavors to embed the principles of sustainability, as far as practicable, into the various stages of product life-cycle including procurement of raw material, manufacturing of product, transportation of raw materials and finished goods, and disposal by consumers.

Environmental impact

The Company is committed to contribute towards sustainable development through the establishment and implementation of environment, health and safety standards that meet the requirement of relevant laws, regulation and code of practice in conducting its operation with due regard for the environment and providing a safe and healthy workplace for its employees. The Company provides appropriate training to employees on EHS and implement best practices, ensure adoption of resource efficient and cleaner production methods-

- To continue to increase the contribution from renewable energy sources towards meeting overall energy demand;

- To work towards sustainable consumption of natural resources while producing goods and services as well as building social and environmental capital and initiatives;

- To comply with all regulatory requirements pertaining to the health and safety impacts of its products and services; and

- To reduce adverse impact of climate change, augment energy efficiency and promote renewable energy usage.