



SUSTAINABILITY POLICY

1. INTRODUCTION

Sustainability is a fundamental pillar of long-term value creation for businesses, society, and the environment. As a responsible corporate entity, Raghav Productivity Enhancers Limited (RPEL) (called the “Company”) are committed to integrating economic, environmental, and social sustainability across all aspects of its operations.

We recognize that sustainable business practices not only minimize environmental and social risks but also enhance economic value and stakeholder trust. Our sustainability approach aligns with national and international sustainability principles, statutory requirements, and stakeholder expectations, ensuring responsible governance and ethical business conduct.

This policy provides a framework for embedding sustainability within our business strategy, covering key areas such as climate action, resource efficiency, circular economy, biodiversity conservation, responsible employment, community engagement, and corporate ethics.

2. POLICY OBJECTIVE

The Sustainability Policy is the overarching policy that guides our commitment to sustainable growth and responsible corporate behaviour. The objective of this policy is to:

- a) Ensure environmental responsibility by minimizing the impact of operations, reducing resource consumption, and promoting sustainable practices.
- b) Drive responsible business growth while considering economic, environmental, and social factors that contribute to long-term value creation.
- c) Comply with all applicable regulations, laws, and sustainability charters subscribed by the company.
- d) Promote transparency and accountability in sustainability performance through regular disclosures and stakeholder engagement.

Where necessary, additional policies will be formulated to advance our sustainability objectives.

3. SCOPE & APPLICABILITY

This policy applies to all employees, business operations, and manufacturing plants of Raghav Productivity Enhancers Limited. It also extends to business partners, suppliers, and other stakeholders who are expected to uphold the Company's sustainability commitments in their engagements with the company.

4. GOVERNANCE

- a) The Secretarial Department will periodically review and update this policy to align with evolving legal, regulatory, and stakeholder requirements.
- b) The Board of Directors will oversee the strategic implementation of sustainability initiatives.
- c) Business units, employees, and contractors are responsible for adhering to and implementing the principles of this policy in their respective domains.
- d) The company will conduct periodic sustainability assessments and audits to ensure compliance and continuous improvement.

5. SUSTAINABILITY COMMITMENTS

5.1 Environmental Stewardship

As a responsible corporate entity, the Company is committed to reducing its environmental footprint by adopting sustainable business practices across all manufacturing facilities. Our key environmental commitments include:

- a) *Compliance with Environmental Regulations:* We strictly adhere to all applicable environmental laws, industry standards, and international sustainability frameworks.
- b) *Energy Efficiency & Climate Action:* We aim to reduce carbon emissions by optimizing energy consumption, promoting renewable energy sources, and improving energy efficiency across operations.
- c) *Sustainable Water Management:* We promote water conservation, zero liquid discharge, rainwater harvesting, and wastewater treatment to ensure responsible water use.



- d) *Waste Reduction & Circular Economy:* We adopt waste minimization strategies, including foundry waste recycling, sustainable disposal methods, and resource recovery initiatives.
- e) *Biodiversity Conservation:* We support reforestation, afforestation, and ecological conservation initiatives to protect and restore natural ecosystems.
- f) *Sustainable Products & Processes:* We continuously innovate and develop eco-friendly products and manufacturing processes that enhance efficiency and sustainability.
- g) *Lifecycle Approach to Sustainability:* We integrate environmentally responsible sourcing, production, distribution, and end-of-life disposal into our business model.

5.2 Social Responsibility & Inclusive Growth

The Company is committed to fostering a diverse, inclusive, and equitable work environment while supporting community development through responsible corporate actions. Our key social commitments include:

- a) *Employee Well-being & Safety:* We ensure a safe, healthy, and hygienic workplace through best-in-class occupational health and safety practices.
- b) *Diversity, Equity & Inclusion (DE&I):* We promote equal employment opportunities and encourage diverse representation at all levels.
- c) *Human Rights & Ethical Employment:* We uphold fair labour practices, eliminate forced or child labour, and maintain dignity and respect for all employees.
- d) *Community Engagement & CSR:* We actively invest in social initiatives, including education, healthcare, skill development, and rural development projects, to enhance societal well-being.

5.3 Ethical Business Practices & Governance

The Company operates with the highest standards of corporate ethics and integrity. Our governance commitments include:

- a) *Responsible Supply Chain Management:* We engage with suppliers and partners who adhere to our sustainability, ethical, and environmental standards.
- b) *Transparency & Accountability:* We regularly disclose sustainability performance in alignment with Business Responsibility and Sustainability Reporting (BRSR) principles.



- c) *Fair Trade & Anti-Corruption:* We enforce a zero-tolerance policy for bribery, corruption, and unethical business conduct.
- d) *Stakeholder Engagement:* We engage with investors, customers, employees, regulators, and communities to integrate sustainability considerations into decision-making.

6. IMPLEMENTATION & PERFORMANCE MONITORING

To ensure effective implementation and continuous improvement, the Company will:

- a) Set measurable sustainability targets for energy, emissions, water, waste, and social impact.
- b) Conduct regular sustainability audits to assess compliance with policies, regulations, and industry best practices.
- c) Report sustainability performance in alignment with BRSR and other relevant disclosure frameworks.
- d) Train employees and business partners on sustainability principles and ethical business conduct.
- e) Collaborate with industry bodies, NGOs, and government agencies to enhance sustainability practices and drive positive change.

7. REVIEW & CONTINUOUS IMPROVEMENT

The Sustainability Policy will be reviewed annually to ensure its continued relevance and effectiveness. Any updates will be approved by the Board of Directors and communicated across all stakeholders. The company is committed to continuous improvement in sustainability performance by adapting to emerging environmental and social challenges.

The Company will foster transparency and accountability by publicly disclosing its sustainability performance, challenges, and achievements in a structured manner through annual reports, BRSR disclosures, and stakeholder communication.

8. APPROVAL & COMMUNICATION

This policy is approved by the Board of Directors and will be communicated to all employees, suppliers, and business partners. It is available on the company's website and internal portals for easy reference and adherence.

Approved by Board on	30.04.2025
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