



Environment, Social and Governance Policy



“Sustainability, in itself, is the potential to produce and consume within the regenerative capacity of the earth.”

1. OBJECTIVE (ESG CRITERIA)

LSKB Aluminium Foils Private Limited (hereinafter referred to as “**We**” or “**The Company**”) believes that Environmental, Social, and Governance (ESG) principles are crucial to developing resilient companies and assets that deliver long-term value for our investors. We are committed to integrating ESG into our process and this ESG Policy outlines our firm-wide approach to integrating ESG in our business and commercial activities. Certain of our business units maintain their own individual ESG policies, which are aligned with this policy and reflect the unique factors applicable to their respective business strategies. Sustainability, in itself is the potential to produce and consume within the regenerative capacity of the earth. Sustainability is a core aspect of our business, and as such, we aim to shape our business in a way that it has a license to operate in a future-proof world.

2. SCOPE

The Company is a global leader in providing Aluminium Foil/Foil based comprehensive (Packaging) solutions to the Health Care, Food, FMCG and other Industrial Sectors. The image of our industry is important to us and will become even more important in the future. We are aware that we have a certain responsibility towards the society. As mentioned above, we do not only want to implement our values internally, but also strive to ensure that our business partners act in accordance with the specified principles. We see these principles as an integral part of our organization as well as our stakeholders and applicable to all business processes.

The Company has PAN India locations. Despite different social and environmental requirements, we always act with a harmonized diligence that should meet all sustainability requirements.

3. RESPONSIBILITIES

The management of the Company is primarily responsible for ensuring that the consideration of ESG issues is integrated into all business decisions. The ESG responsible person is in charge of facilitating the implementation of this policy in overall business and for maintaining and updating the policy yearly to ensure its continued relevance. Moreover, the ESG responsible not only acts on a business level, but also in a strategic context. Nevertheless, it is essential that all employees of the Company also assume their responsibilities.

4. ENVIRONMENTAL

The Company acknowledge that our business activities might have adverse environmental impacts, and may to a greater or lesser extent contribute to issues such as climate change, resource depletion, waste and pollution. Our aim is to neutralize these impacts as much as possible and to track and reduce our environmental impact continuously.



Examples of our environmental strategy to minimize our negative impact include implementing energy efficiency measures, sharing best practices within the Company, tracking and optimizing our outsourced logistics, and encouraging environmental consciousness among employees, clients, suppliers, and in the extended value chain.

We have set measurable targets to define specific, measurable, achievable, relevant, and time-bound (SMART) targets for reducing our environmental impact, such as reducing energy consumption by a certain percentage or reducing carbon emissions.

We are keen to invest in vehicles with zero emissions to reduce carbon footprints promoting the use of renewable energy sources, and implementing more efficient logistics practices. Additionally, we are ready with our policy to reduce emissions with investment in solar-based solutions for reducing electricity usage.

We plan to become more digital and reduce the usage of stationary, which will help us maintain a green environment with fewer trees being cut down. We also plan to use hybrid models of working to reduce the carbon footprint. Furthermore, we plan to install various green initiatives in our areas of operations, including the impact on the direct and indirect ecosystem. We will bring various initiatives to reduce carbon emissions, such as sustainable water consumption practices, to reduce our impact on the environment and local communities.

We are committed to using sustainable packaging materials like biodegradable, recyclable, and compostable materials. We also plan to adopt circular economy principles, such as reusing and recycling materials, to help reduce waste and minimize the use of resources. We will engage stakeholders such as employees, customers, and suppliers in our environmental strategy to build a culture of sustainability and encourage collective action.

5. SOCIAL

Under the social aspect, the Company values the health and safety of its employees and in the extended value chain. The company is committed to acting in accordance with recognized human rights and Indian Labour Organization conventions. The Company strives to ensure proper and safe working conditions within its operations and throughout its supply chain, and aims to provide high-quality and safe products.

The Company recognizes the need for social justice and sees its role as being an equal and inclusive employer. The company aims to be a fair and pleasant employer and cares for the well-being of its employees. Opportunities should be accessible for everyone, regardless of gender, sexual orientation, age, race, colour, ethnic origin, religion, trade union affiliation, or disability. The Company respects employees' right for freedom of association as well as collective bargaining. The company does not accept or use any forced labour, illegal child labour or take unjust advantage of migrant workers throughout its supply chain.

Furthermore, the Company has made a strategy to remove disparities in working places with a higher male to female gender ratio.



6. GOVERNANCE

We have a focus on good corporate governance and business integrity, as well as the fair and justified management of our company. We have formalized our view on anti-corruption, whistleblowing, gifts, data security & privacy and implemented a Code of Conduct to which all employees must adhere to. The Company ensures proper recording, reporting and review of financial and tax information.

Additionally, regular monitoring and ensuring transparent and accurate reporting of financial and non-financial information to stakeholders. We have clear policies and procedures for risk management, including environmental and social risks.

We Maintain an ethical supply chain by conducting due diligence on suppliers and ensuring that they comply with relevant laws and regulations. Our regular training and awareness programs to employees on the importance of good governance and ethical behaviour supports Governance.

The Company and its employees must at all times exhibit honesty, integrity, fairness and respect in our business dealings. Information obtained through the LSKB business must be used in the best interest of the Company and not for personal gain by any of its employees.

S. No.	Environmental Considerations	Social Considerations	Governance Considerations
1	Air pollution	Human rights and modern slavery	Corporate governance and oversight Risk management
2	Waste management (including land water impact)	Employee health and safety	Conflicts of interest
3	Energy management and efficiency	Diversity, equity, and inclusion (including anti-discrimination)	Labour relations and practices
4	Land use	Customer privacy and security	Transparency (including financial and operational reporting)
5	Climate risk	Product quality and safety	Fraud, anti-bribery and anti-corruption controls



7. OUR ESG GOALS

In order to elaborate on the aims and objectives of this ESG Policy, the Company highlights three aspects that are particularly important to us in the context of future business development.

- **Sustainability**

The Company considers itself as a company that strives for sustainable business. In order to implement sustainability at Group level, an ESG department has been added to the Group organization chart where ESG projects are developed and reported to the Board of Directors on a yearly basis. Furthermore, to continuously improve sustainability, the Company has launched various initiatives and projects and pursues them consistently. In practice, the Company has established appropriate rules for sustainability standards which ensure the integration of sustainability criteria (e.g., energy consumption) early in the development process.

- **Market Development**

Due to technological advancements and the growth in various technological industries, there is a strong increase in aluminium products demand. An increasing number of users in end markets is requesting higher levels of transparency. In response, the Company wants to address this by operating and communicating as transparently as possible. The Company sees these developments as an opportunity for long-term value creation.

- **Preference for Jobs for Women**

The company is committed to fostering an inclusive work environment that recognizes and values the contributions of women in the workforce. In line with this commitment, the company will prioritize the hiring of qualified female candidates for white-collar positions whenever feasible.

- **Future-proof Industry**

The Company is striving to become an industry role model that operates with a future proof approach. To reach the future proof state, the Company addresses various challenges, such as the durability and circularity of products, supply chain management (including the sustainable sourcing), and fair and safe labour conditions. In this context, the Company recognizes the need for higher flexibility and adaptability in all processes. Furthermore, the Company is committed to minimize the environmental impact of operations and products to go beyond compliance with national targets. This does not only relate to production processes, but also to logistics where products are distributed intra-company, as well as to clients. By anticipating the future, the Company strives to continuously adapt to a changing environment and increased complexity by finding dynamic solutions for existing and upcoming challenges.



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8. MONITORING AND REPORTING

To ensure that we keep challenging ourselves in our efforts to contribute to a sustainable and future-proof world as outlined in this ESG policy, we will conduct an annual review. In this review, we will strive to integrate sustainability in all of our business aspects in line with the views expressed in this ESG policy. If there is a material breach of the adopted ESG policy, reasonably necessary actions will be made to rectify any such breach. The ESG policy will be reviewed by the Board of Directors of the Company on a yearly basis.

9. REPORTING

We are committed to being transparent with our investors, shareholders, and other stakeholders about Company’s ESG initiatives, successes, and goals. Our ESG report provides updates regarding our ESG program firm-wide on an annual basis, and we provide periodic ESG updates on our website. We value regular, frequent engagement with our stakeholders on ESG matters.

This policy comes in force from the date of approval and shall supersede any such policy or content available before this date in any form.

This policy and its contents shall be reviewed every three years from the date of approval or immediately in the event of any trigger necessitating its review before the scheduled review date.