

ISGEC HEAVY ENGINEERING LIMITED



ESG POLICY

1. Introduction

Isgec Heavy Engineering Limited (hereinafter referred to as “Isgec” or “the Company”) acknowledges the importance of integrating sustainability in the business operations. The Company aims at reducing the harmful impact on environment and the society in general and remains committed to conduct its business operations with highest standards of Corporate Governance.

The Company has formulated and adopted this Environment, Social and Governance Policy (hereinafter referred to as “Policy”) to demonstrate its commitment towards safeguarding environment, empower communities and ensure robust governance system.

In addition to this, the Company will ensure that all applicable provisions of statutory laws have been complied with.

2. Scope

The Policy is applicable to Isgec Heavy Engineering Limited.

3. Policy Framework

The Company will undertake the following activities to integrate ESG principles in the business operations:

3.1. Environmental Protection

- a. Use the natural resources such as, energy, water, other mineral resources etc. judiciously.
- b. Optimize the use of electricity and adopt the use of clean and renewable energy sources as much as possible.
- c. Make continual effort to reduce the greenhouse gas emissions resulting from the operations.
- d. Ensure safe access to water, sanitation and hygiene for all employees in the office premises including at plant and project locations.
- e. Encourage and promote eco-friendly practices amongst the employees and workers.
- f. As far as possible, avoid the use of single-use plastics in the operations and effectively manage the waste, generated during the operations, in accordance with the applicable legal provisions.

3.2. Social

- a. Undertake adequate measures to promote the overall development of employees and workers.
- b. Training and awareness sessions would be conducted for employees and workers to enhance technical competency and raise awareness on ESG related aspects.
- c. Ensure health and safety of the employees and workers.
- d. Implementing ethical practices at the workplace.
- e. Periodically engage with the stakeholders.
- f. Ensure community development, specifically around the area of its operations, by undertaking CSR projects.
- g. As much as feasible, local procurement would be prioritized. However, under all circumstances the quality of materials and customer’s preference would be given the highest priority.

3.3. Governance

- a. Ensure compliance with all applicable national and international regulations.
- b. Ensure operational business efficiency for better profits for the Company and shareholders
- c. Implement business continuity planning and disaster recovery processes to safeguard business from any untoward incidents.

4. Communication of the Policy

All the employees and workers will be communicated about the Policy. Further, the Policy will be available on the Company Website i.e., www.isgec.com.

5. Review

The Policy will be reviewed by the Board as and when it deemed necessary.