

	<b>HINDUSTAN PLATINUM PVT LTD</b>	<b>VERSION NO.</b>	1.0
		<b>EFFECTIVE DATE</b>	24/09/2024
<b>DOCUMENT</b>	Policy	<b>TOTAL NO OF PAGES</b>	08
<b>DEPARTMENT</b>	Strategy – Sustainability Excellence		
<b>TITLE</b>	ESG Policy		

# ESG POLICY

**HINDUSTAN PLATINUM PRIVATE LIMITED**

**CIN: U74999MH1961PTC012143**

**ESG POLICY 2024**

**RECOMMENDED BY:**

**EXCOM COMMITTEE MEETING ON: 24<sup>th</sup> September 2024**

**APPROVED BY:**

**BOARD OF DIRECTORS MEETING ON: 24<sup>th</sup> September 2024**



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## 1.0 Preamble

HINDUSTAN PLATINUM (hereby referred to as 'HPPL' in India, 'HPPR' in Puerto Rico and 'HP DMCC' in UAE) recognize that sustainability is integral to its long-term success and growth. HINDUSTAN PLATINUM's approach to sustainability is driven by a commitment to amplify its positive impact on the environment, society, and economy while diligently reducing its negative footprint. By embedding sustainability at the core of our operations, we strive to foster innovation, resilience, and responsible growth that creates enduring value for all our stakeholders, including employees, customers, communities, investors, and the planet.

Sustainability mission serves as a roadmap, guiding the company to achieve measurable progress and impactful outcomes over the long term. HINDUSTAN PLATINUM is dedicated to integrating sustainable practices, and contributing to the global sustainability goals through collaboration, transparency, and accountability.

Environmental, Social, and Governance (ESG) framework helps HINDUSTAN PLATINUM to set clear priorities and actionable goals. This framework allows the company to identify areas to drive the most significant positive change, while managing risks and opportunities that are material to its business.

This ESG policy defines HINDUSTAN PLATINUM's sustainability mission, framework, and commitments, establishing a clear roadmap for prioritizing and integrating Environmental, Social, and Governance (ESG) considerations into every aspect of our operations, decision-making processes, and stakeholder engagements.

## 2.0 Policy Statement

HINDUSTAN PLATINUM is committed to embedding ESG principles into every aspect of its business. HINDUSTAN PLATINUM's approach to sustainability is guided by core values of ownership, inventiveness and enablement.

In line with the Company Vision 2025, HINDUSTAN PLATINUM aims to create sustainable value by minimizing its environmental impact, fostering a positive social impact, and upholding the highest standards of governance.

The following reference frameworks have been considered to develop this policy:

- United Nations 2030 Agenda and the Sustainable Development Goals.
- United Nations Global Compact's Ten Principles.

## 3.0 Scope of the Policy

This policy applies to all HINDUSTAN PLATINUM's operations, subsidiaries, and affiliates globally. It encompasses all employees, contractors, suppliers, and other stakeholders involved in HINDUSTAN PLATINUM's business processes.



#### 4.0 Objective of the Policy

The objective of this ESG policy is as follows:

- Define the company's commitments to environmental, social, and governance principles, embedding them into our core business operations.
- Develop and implement a robust sustainability framework that drives HINDUSTAN PLATINUM's sustainable growth.
- Aligning sustainability with evolving global standards and stakeholder expectations.
- Identify, assess, and mitigate ESG-related risks while leveraging opportunities.

#### 5.0 Sustainability Mission

**HINDUSTAN PLATINUM Mission Statement:** "To achieve rare excellence through the transformative power of innovation, customer experience and people leadership, embracing sustainable practices and delivering best-in-class solutions"

HINDUSTAN PLATINUM's commitment to embrace sustainable practices, balancing economic prosperity with environmental stewardship, social responsibility and a unified governance, aiming to be climate neutral by 2030.

#### 6.0 Sustainability Framework



Figure 1 - Sustainability Framework

The Sustainability Framework is designed to implement HINDUSTAN PLATINUM's sustainability commitment. This approach highlights driving business growth while maintaining social and environmental responsibility



and ensuring good governance practices. The framework aims to contribute to the United Nations (UN) Sustainable Development Goals ('SDGs') and generate long-term value for all stakeholders.

This sustainability framework encompasses the essential elements required to achieve HINDUSTAN PLATINUM's ESG commitments, and drive progress toward the company's sustainability mission.

- **Economic Development** focuses on good governance, performance excellence and creating economic value.
- **Social Development** focuses on promoting the wellbeing of people and communities.
- **Environmental Protection** focuses on sustainable production and consumption, reducing or eliminating negative impacts on the environment.

## 7.0 ESG Governance Structure

HINDUSTAN PLATINUM has established a robust ESG governance structure to effectively integrate sustainability considerations into its operations and decision-making processes.

The ESG governance structure consists of the Board Committee, the Executive Committee ('ExCom'), the Operations Committee ('OpCom'), and the three working groups, namely Environment Working Group ('EWG'), Social Working Group ('SWG'), and Governance Working Group ('GWG').

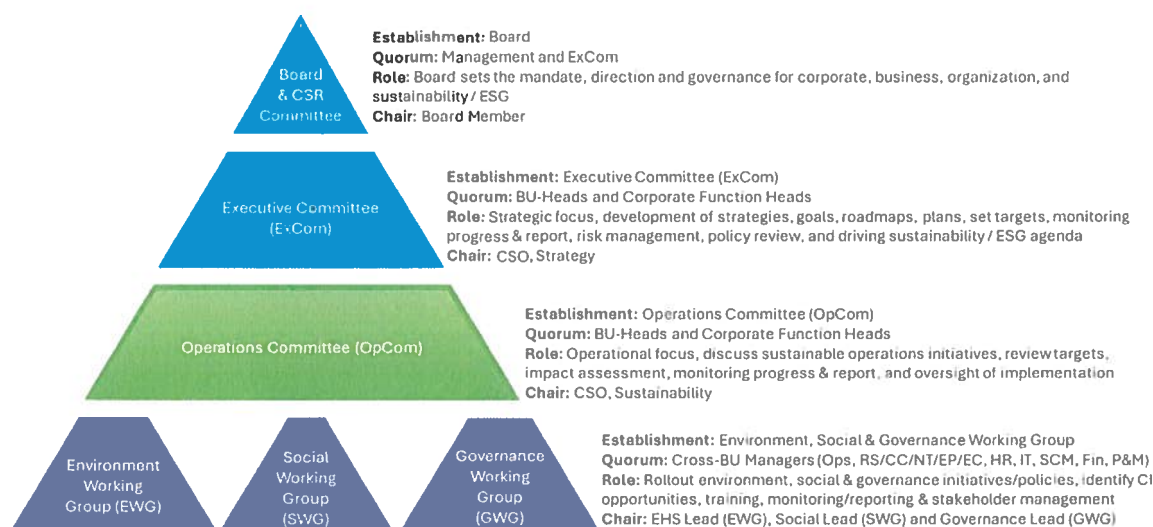


Figure 2 - ESG Governance Structure

## 8.0 ESG Focus Areas

Through this policy, HINDUSTAN PLATINUM is committed to:

### 8.1 Stakeholder Engagement

HINDUSTAN PLATINUM is committed to engaging with all relevant stakeholders to understand their



concerns and expectations regarding ESG performance. The Company will establish formal mechanisms for stakeholder engagement, including surveys, consultations, and regular communication, to ensure that stakeholder views are considered in decision-making processes.

Key stakeholders identified by HINDUSTAN PLATINUM are as follows:

1. Shareholders
2. Employees
3. Customers
4. Suppliers
5. Government
6. Local communities

## 8.2 Environmental Protection

1. Ensure compliance with regional environmental laws and regulations throughout operations and supply chain.
2. Address the impact of climate change by reducing carbon footprint and investing in renewable energy solutions.
3. Establish clear net zero targets that align with global commitments.
4. Continuously reduce air emissions through innovative technologies and sustainable practices.
5. Optimizing energy consumption through efficiency improvements and the adoption of clean energy sources.
6. Promote a circular economy operating model ensuring resource efficiency.
7. Implement water conservation measures and promote responsible water usage.
8. Actively protect biodiversity by implementing conservation measures and promoting sustainable practices.
9. Explore and invest in clean technologies to drive innovation and sustainability.

## 8.3 Social Consideration

1. Uphold compliance with labour and community laws, including human rights, across all operations and throughout the supply chain
2. Foster a diverse and inclusive workplace that values different perspectives and experiences.
3. Create a positive and supportive work environment that promotes employee well-being and engagement.



4. Prioritize the health and safety of employees and stakeholders by implementing robust safety standards and promoting a culture of well-being.
5. Respect human rights and adhere to the highest standards throughout operations and supply chain.
6. Implement and strengthen mechanisms towards data & material security and privacy.
7. Actively engage in supporting local communities through philanthropic initiatives and partnerships.
8. Identify and conduct employee training and development activities, including up-skilling and re-skilling.

#### 8.4 Governance Standards

1. Adhere to strong corporate governance principles to ensure transparency, accountability, and ethical conduct.
2. Comply with applicable laws concerning bribery, corruption, fraud and any other prohibited business practices.
3. Compete fairly in the market and prohibit corruption and bribery in any form and are committed to conducting business with integrity, transparency, and ethical standards.
4. Ensure that the supply chain adheres to ethical standards by conducting due diligence, enforcing a Supplier Code of Conduct, and promoting fair labour practices.
5. Implement stringent measures to safeguard data, including sensitive customer information, intellectual property (IP) and material safety.
6. Effectively manage critical incidents through robust risk assessment and response plans.
7. Integrate ESG considerations into business strategy.

#### 8.5 Materiality Assessment

HINDUSTAN PLATINUM will conduct regular materiality assessments to identify and prioritize the ESG issues most relevant to its business and stakeholders. This process will involve a comprehensive peer assessment, gathering feedback from stakeholders, and conducting surveys with both internal and external parties.

HINDUSTAN PLATINUM has established key performance indicators (KPIs) to measure its sustainability performance across identified material impact areas. For each material area, specific KPIs will be defined to align with the company's strategic objectives and provide clear benchmarks for tracking progress.

This process will not only guide the ESG strategy, ensuring efforts are concentrated on areas where the Company can have the most significant impact, but also serve as a basis for periodically reviewing and refining HINDUSTAN PLATINUM's ESG commitments, ensuring they remain aligned with evolving stakeholder expectations and industry standards.



## 8.6 Communication

HINDUSTAN PLATINUM will communicate its ESG commitments, progress, and challenges to stakeholders through regular reports, updates on the Company's website, and other appropriate channels. The Company is committed to maintaining transparency in its ESG practices and performance.

## 8.7 ESG Monitoring and Reporting

HINDUSTAN PLATINUM will regularly monitor and report its ESG performance using recognized frameworks ensuring transparent and accurate disclosures for stakeholder groups. HINDUSTAN PLATINUM will ensure the accuracy and reliability of all published information. Before any data or reports on ESG performance are made public, they will undergo a thorough validation process by the ExCom and the Management. The ExCom and the Board of HINDUSTAN PLATINUM will review and approve all external publications related to ESG performance.

## 9.0 Review of the Policy

This ESG policy will be reviewed annually, or more frequently, if necessary, to ensure it remains relevant and aligned with emerging trends, stakeholder expectations, and regulatory requirements.

	Prepared by	Approved by
Designation	Jaikishan Venkat, CSO	Gaurav A Choksi, Executive Director
Signature	