SUSTAINABILITY POLICY

Re Sustainability Limited (Re) is committed to sustainability in all its operations, with the primary objective of safeguarding human health, social well-being, and the environment. ReSL is committed to attaining best-in-class safety standards and ensuring compliance with applicable environmental laws, rules, and regulations. Our operational approach is centred on the optimal utilization of resources, emphasizing the reuse, recycling, and recovery of materials and energy. Our sustainability program also includes workforce training, fostering positive relationships with stakeholders encompassing employees, customers, and the surrounding community, conducting business in an ethical manner, and pursuing continual improvement.

To demonstrate the above commitment, the executive management oversees the implementation of the '**sustainability policy**', which is applicable to all our services and operations, and encompasses the following:

- Comply with **ISO 45001:2018** requirements and eliminate unsafe working conditions and unsafe acts through continuous training, adherence to standard operating procedures, deployment of safety infrastructure, conducting periodic audits, incorporation of necessary corrective and preventive actions to achieve zero fatalities and to minimize lost work time.
- Set targets to avoid, minimize, and reduce environmental impacts. Utilize policies, procedures, standards and systems for proper environmental management and prevention of pollution, including avoidance of emissions into the air and discharge of effluents into soil or water in excess of desired standards. Review targets periodically and revise them as necessary.
- Comply with requirements of **ISO 14001:2015** standards including applicable environmental laws, rules and regulations and contractual requirements. Adopt low carbon alternatives such as the deployment of electric vehicles, installation of solar power plants, extraction of landfill gas and conversion to auto fuel etc.
- Develop and maintain adequate greenbelt at all sites, with native or adaptive species, in compliance with different environmental permits. Pursue continual improvement in the extent of green cover. Strive to protect and create positive impact and ensure no net loss of biodiversity.
- Avoid deforestation for establishing Re's facilities. In an unavoidable situation, if any trees are cut, carry out compensatory plantation in the ratio of **1:3.**
- Train employees at all levels on sustainability, safety, and environmental issues. Communicate sustainability commitment to all internal & external stakeholders. Promote culture that values diversity, equity and inclusion. Receive feedback from all stakeholders to take necessary actions, and conduct socio-economic surveys for implementation of customized CSR programs.

Re Sustainability Limited, along with its subsidiaries, joint ventures and future investments including mergers and acquisitions, are committed and strive to adhere to this sustainability policy.

