

## SUSTAINABILITY POLICY

We at Jindal Shadeed value our stakeholders i.e. our employees, communities around our operations, customers and supply chain partners. Our sustainability endeavors would be incomplete without their active participation. We are committed for the sustainability principles i.e. Inclusivity, Integrity, Stewardship and Transparency in our day to day business. Towards this end, we strive to engage our stakeholder groups and respond to their concerns. Jindal Shadeed is committed to :

- Ensure transparency, fairness and equality in all our dealings with our stakeholders.
- Establish environmental management system to fulfill the all requirements and continual improvement in our environmental performance.
- Comply with all the legal requirements related to HSE, HR and all the departments of JSIS.
- Monitor and minimize transport impact. Reducing our travel emissions wherever possible.
- Optimize use of key resources including minerals, petroleum products, water and energy.
- Use water in sustainable manner by reusing waste water and reducing water consumption.
- Increase cooperation with neighboring facilities, authorities and local administrations on health, safety and environment issues.
- Maximize material efficiency, reuse, reduce and recycling of the wastes, resource optimization and innovation.
- Enhance awareness, skill and competence of our personnel so as to enable them to demonstrate their involvement, responsibility and accountability for sound SOH performance
- Motivate our Human Resources for superior performance and innovation through skill development and by providing them a safe, fair and challenging work environment.
- Serve community by meaningful engagement and proactive management, Partnering CSR initiatives through Donor Agencies /Project Implementing Agencies / Corporate Partners / Corporations / bodies. Providing maximum assistance during times of disasters. Providing employment to local Omanis.
- Investigate, implement and ensure the sustainability of greenhouse gas emission reduction methods.
- Continual improvement in all the performance areas like Quality, Safety, Environment and Sustainability.
- Establishing engagements with shareholders to understand and control risks and opportunities (based on control hierarchy), taking into account their anticipation and local economic effects.
- Ensure effective communication arrangement so as to ensure that our employees and other shareholders understand the responsibilities of Quality - Environment - Occupational Health and Safety, business ethics and anti corruption.
- Take precautions for sustainable resource use, mitigation of climate change, protection of ecosystem and biodiversity,
- Ethical business practices, good governance, accountability ,transparency, human rights, no child and forced labours.
- Strongly implement principles of business conduct, ethics, anti-corruption, anti-bribery and responsible sourcing in the supply chain. We are committed for fair treatment to our customers , suppliers, community, regulatory bodies, employees, investors and all our stakeholders.
- Pride ourselves on being an equal opportunity employer and not discriminating on the basis of race, caste, religion, color, ancestry, gender, marital status, sexual orientation, age, nationality, ethnic origin or disability.
- Follow the practice of non-engaging child workers . We don't engage or support the use of forced labour. We provide environment for the workforce to work voluntarily, without any threat of punishment or retaliation.
- Ensure that all employees take proactive steps to ensure that the overall working environment it provides are conducive for good mental health and employee wellbeing.
- The protection and promotion of the mental health and wellbeing of all employees.



Sanjay Anand

Date : 1<sup>st</sup> April 2021

Chief Operating Officer and Head

