

JYOTHY LABS LIMITED

SUSTAINABILITY POLICY

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Jyothy Labs Limited ('the Company') being a responsible corporate citizen considers it important to conduct its business activity in a manner that the outcome is favourable to the environment and the community in which the Company operates.

Keeping in line with its commitment towards the environment and the society, the Company has formulated the Sustainability Policy ('Policy'). Together with all its stakeholders, the Company strives for sustainable development in line with National Policy and comply with the related regulatory norms to conserve and sustain the natural, social and biodiversity asset ecosystem as an integral element of its business.

The following guiding principles drive the Company's sustainability efforts:

- Integrating sustainability parameters into business plans and processes so as to enhance environment aspects in course of our operations.
- Aspire to go beyond compliance and other regulatory requirements to achieve sustainability core of business goals/objectives.
- Encouraging all stake holders to take sustainable development as a shared responsibility.

The Company is committed to:

- Achieving continual improvements in the areas of air, water and soil pollution.
- Adopting cleaner technologies and modern operational practices including recycling, recovery reuse and their disposal procedures and standards at workplaces.
- Reviewing and reporting sustainable developments activities every year and strive for continuous improvements and in the process enroll our target business partners for sustainability and help them to develop and implement their own sustainability initiatives.



- Monitor impact of our business activities on the neighbourhood in terms of social and socio-economic aspects on sustainable basis.
- Create sustainable value across all our operations as well as for our stakeholders;
- Ensure that our products are developed through sustainable consumption of natural resources and have minimal environmental impact;
- Establishing systems and controls to manage environmental and social impacts of business activities across the value chain;

Means to achieve our Objectives and Targets:

- Assigning clear roles and responsibilities at all levels and periodically review and recognize contribution to the sustainability objectives.
- Allocating adequate resources.
- Periodically reviewing the performance and taking prompt action.
- Fostering a spirit of participation amongst all internal and external stakeholders.
- Creating appropriate forums for deliberations.

The Environment, Social and Governance Committee of the Board shall review this Policy periodically for applicability, relevance, effectiveness with the continuously evolving business environment and update whenever necessary.
