Pukhraj Additives LLP

Sustainability Policy

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1. PURPOSE

Pukhraj Additives LLP recognizes that sustainable and responsible business practices are essential for the long-term success of the Company and for creating value for its employees, customers, suppliers, business partners, society, and the environment.
This Sustainability Policy establishes the Company's overall commitment to integrating **Environmental, Social and Governance (ESG)** principles into its business activities, operations, decision-making, and stakeholder relationships.
The Company is committed to responsible growth while maintaining consideration for environmental protection, employee welfare, human rights, ethical business conduct, legal compliance, and continual improvement.

2. SCOPE

This policy applies to all activities and operations of Pukhraj Additives LLP and is applicable to:

- Partners and Top Management.
- Employees.
- Contract and temporary workers.
- Contractors and service providers.
- Suppliers and business partners, where applicable.
- Other relevant stakeholders associated with the Company's business activities.

The principles of this policy shall be supported through applicable Company policies, procedures, management systems, objectives, and operational practices.

3. POLICY STATEMENT

Pukhraj Additives LLP is committed to conducting its business in a responsible, ethical, and sustainable manner.
The Company recognizes that sustainability requires a balanced approach towards:

- **Environmental responsibility** – minimizing environmental impacts and promoting responsible use of resources.
- **Social responsibility** – protecting people, respecting human rights, and promoting a safe, fair, and respectful workplace.
- **Good governance** – conducting business with integrity, accountability, transparency, and compliance with applicable requirements.

Sustainability considerations shall form an integral part of the Company's approach towards responsible business operations and long-term development.

4. ENVIRONMENTAL RESPONSIBILITY

Pukhraj Additives LLP is committed to protecting the environment and promoting responsible environmental practices throughout its operations.

The Company supports and promotes:

- Prevention and reduction of environmental impacts arising from its activities.
- Compliance with applicable environmental laws and regulatory requirements.
- Responsible and efficient use of energy, water, and other resources.
- Energy conservation and reduction of avoidable resource consumption.
- Prevention and reduction of pollution.
- Responsible management, segregation, handling, and disposal of wastes.
- Reduction of waste generation wherever practicable.
- Reuse, recovery, and recycling of materials where feasible.
- Responsible management and handling of materials used in Company operations.
- Environmental awareness and participation among employees.
- Continual improvement of environmental performance.

The Company's environmental responsibilities shall be supported through applicable environmental, energy conservation, health and safety, and operational management practices.

5. CLIMATE AND RESOURCE RESPONSIBILITY

Pukhraj Additives LLP recognizes the importance of responsible resource management and the need to consider environmental and climate-related impacts associated with business operations.

The Company is committed to promoting:

- Efficient consumption of energy and fuel.
- Conservation of water and other natural resources.
- Reduction of unnecessary material consumption and wastage.
- Improvement of process efficiency where practicable.
- Identification of opportunities to reduce environmental impacts associated with operations.
- Consideration of energy efficiency and responsible resource use during operational improvements and decision-making.
- Monitoring of relevant environmental and resource-consumption performance, as applicable.

The Company shall continue to identify practical opportunities for improving resource efficiency and supporting environmentally responsible business practices. The Company recognizes the importance of identifying and managing relevant greenhouse gas emissions associated with its operations and supports initiatives for improving energy efficiency and reducing avoidable emissions

6. SOCIAL RESPONSIBILITY

Pukhraj Additives LLP recognizes that its employees and workers are fundamental to its sustainable development and business success.

The Company is committed to maintaining a workplace that promotes:

- Respect and dignity for all individuals.
- Equal opportunity and non-discrimination.
- Fair and responsible employment practices.
- A workplace free from harassment, bullying, intimidation, abuse, and violence.
- Safe and healthy working conditions.
- Employee welfare and well-being.
- Employee communication and participation.
- Compliance with applicable labour and employment requirements.
- Respect for applicable human rights principles.

The Company does not tolerate child labour, forced labour, bonded labour, human trafficking, or other practices inconsistent with applicable laws and the Company's established human rights and employment commitments.

These commitments shall be supported through the Company's applicable Human Resources, Human Rights, Occupational Health and Safety, and other relevant policies and practices.

7. HEALTH, SAFETY AND RESPONSIBLE OPERATIONS

Pukhraj Additives LLP recognizes that responsible and sustainable operations require the protection of employees, workers, contractors, visitors, and other persons affected by its activities.

The Company is committed to maintaining appropriate practices for:

- Occupational health and safety.
- Identification and control of workplace hazards.
- Prevention of accidents and incidents.
- Safe handling and management of materials used in operations.
- Emergency preparedness and response.
- Employee awareness and training.
- Continual improvement of health, safety, and operational practices.

The Company considers safe and responsible operations to be an essential element of its sustainability commitment.

8. HUMAN RIGHTS AND RESPONSIBLE BUSINESS CONDUCT

Pukhraj Additives LLP is committed to conducting its business with respect for human rights, dignity, fairness, and ethical principles.

The Company supports:

- Respect for the dignity and fundamental rights of individuals.
- Fair and respectful treatment of employees and workers.
- Freedom from discrimination, harassment, abuse, and intimidation.
- Responsible employment practices.
- Ethical treatment of stakeholders.
- Responsible conduct in business relationships.

The Company seeks to avoid involvement in practices that may adversely affect the human rights of employees, workers, communities, or other stakeholders connected with its business activities

9. ETHICAL BUSINESS AND GOVERNANCE

Pukhraj Additives LLP is committed to maintaining responsible governance and conducting business with integrity and accountability.

The Company promotes:

- Compliance with applicable legal and regulatory requirements.
- Honest and ethical business conduct.
- Prevention of bribery, corruption, fraud, and other unethical practices.
- Responsible decision-making.
- Appropriate management of conflicts of interest.
- Accurate and responsible business practices and records.
- Accountability for actions and decisions.
- Respectful and responsible relationships with stakeholders.
- Reporting of concerns relating to unethical or improper practices through applicable Company mechanisms.

The Company's governance commitments are supported through its applicable Code of Conduct, Anti-Bribery and Anti-Corruption, Whistleblowing, and other relevant Company policies.

10. RESPONSIBLE SUPPLY CHAIN AND STAKEHOLDER ENGAGEMENT

Pukhraj Additives LLP recognizes that responsible business practices extend beyond its own operations.

The Company expects relevant suppliers, contractors, service providers, and business partners to support responsible practices relating to:

- Legal and regulatory compliance.
- Ethical business conduct.
- Human rights and responsible employment.
- Occupational health and safety.
- Environmental responsibility.
- Responsible management of resources and wastes.
- Prevention of bribery, corruption, and unethical practices.

The Company shall maintain responsible engagement with relevant stakeholders and promote communication, cooperation, and continual improvement in areas relevant to sustainable business practices.

11. INTEGRATION OF SUSTAINABILITY

Sustainability considerations shall be supported through the Company's existing policies, management systems, procedures, objectives, and operational practices.

The Company shall encourage relevant departments and personnel to consider environmental, social, ethical, and responsible business considerations within their areas of responsibility.

This Sustainability Policy serves as an overarching commitment and shall be read in conjunction with applicable Company policies relating to:

- Environmental protection.
- Energy conservation.
- Occupational health and safety.
- Human rights and responsible employment.
- Equal opportunity and respectful workplace practices.
- Child labour and forced labour prevention.
- Anti-slavery and human trafficking.
- Anti-bribery and anti-corruption.
- Whistleblowing.
- Code of Conduct.
- Stakeholder and supplier responsibilities.

12. EMPLOYEE PARTICIPATION AND AWARENESS

Pukhraj Additives LLP recognizes that the successful implementation of sustainable business practices requires participation and awareness across the organization.
Employees are encouraged to:

- Use resources responsibly.
- Avoid unnecessary wastage.
- Follow applicable environmental, health, safety, ethical, and Company requirements.
- Report concerns and opportunities for improvement.
- Participate in relevant awareness and improvement initiatives.
- Contribute ideas that support responsible and sustainable operations.

13. COMPLIANCE AND CONTINUAL IMPROVEMENT

Pukhraj Additives LLP expects all employees and relevant stakeholders to comply with this Sustainability Policy and applicable Company requirements.
The Company shall periodically review relevant sustainability-related practices and performance and identify opportunities for improvement based on:

- Operational activities and requirements.
- Applicable legal and regulatory requirements.
- Relevant risks and opportunities.
- Stakeholder expectations.
- Business objectives.
- Continual improvement initiatives.

14. MANAGEMENT COMMITMENT

Top Management of Pukhraj Additives LLP is committed to supporting responsible and sustainable business practices throughout the organization.
The Company shall continue to promote a balanced approach towards:
Responsible Business Growth
Environmental Protection
Social Responsibility
Ethical and Accountable Governance
Continual Improvement
Pukhraj Additives LLP remains committed to integrating sustainability into its business practices and to creating long-term value through responsible management of its environmental, social, and governance responsibilities.

Approved By



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Managing Partner
Pukhraj Additives LLP