

# **Sustainability Policy**

## **CCL PRODUCTS (INDIA) LIMITED**

### **INTRODUCTION**

Sustainability management is an integral part of the business of CCL Products (India) Limited (herein after referred to as “the Company”) which goes beyond economic, legal, or regulatory motives. The Company understands the social and ecological impact of its business and works towards being a responsible global organization by adopting sustainability practices at all levels of its business impacting the overall performance of the Company. This policy outlines the sustainability framework at the Company and provides a governing platform for Sustainability work streams to create long-lasting value for business, environment, and society.

### **SCOPE**

This policy is applicable at all levels of the organization, extending across the Company and its subsidiaries.

### **VISION**

To be an industry leader in implementing sustainable business practices which help maximize benefit to the environment and community.

### **COMMITMENT**

The Company aim to follow and promote sustainable business practices and to co-create sustainable business value for its stakeholders and achieve their sustainability goals. It believes that environmentally sustainable business operations will empower us to create a sustainable future.

### **POLICY**

The Company as a manufacturing entity, recognizes the impact of its business operations on the 3 key pillars of sustainability, namely human development, product stewardship, and environmental management. Hence, it makes continuous efforts to optimize efficiency across the environmental, social and governance initiatives of the company.

**CCL PRODUCTS (INDIA) LIMITED**

**REGISTERED OFFICE:**  
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The company is dedicated to fostering a transparent governance structure that effectively communicates policies, procedures, financial and non-financial performance, and key decisions periodically to all concerned stakeholders through appropriate channels which are easily understood.

### **Human development and employee welfare**

The Company ensures that the company takes meaningful steps to minimize any negative impact on social, cultural, and economic aspects of society including the communities that it touches. This includes responsible approaches to business operations and facility construction leading to land acquisition, community displacement & livelihood impact through a fair, transparent, and inclusive process which fosters ethical and sustainable growth while prioritizing stakeholder well-being.

The Company ensures a safe and motivated work environment for its employees and associates, fostering a climate of social responsibility and volunteering towards the community and environment. It also ensures appropriate access to safe water, sanitation and hygiene for all employees and associates in the premises, supporting the health of the employees and educational support to the children of employees.

The Company has adequate practices for maintaining transparency, fairness, and equity, acquiring, developing, and retaining a pool of high caliber talent.

The Company expects its business partners also to establish a human rights compliant business environment at their workplace. It believes that its vendors and suppliers must establish processes for mapping/monitoring progress on human rights performance.

### **Product sustainability**

The Company provides products and services of superior quality and value by sourcing its technologies, equipment, inputs and finished goods from reputed international and Indian manufacturers and suppliers. It is committed to providing products and services that offer best-in-class quality and user experience while ensuring minimization and mitigation of any adverse impact of its goods and services on consumers, the natural environment and society at large. The company aims to use sustainably sourced ingredients in products and internationally accepted standards of manufacturing in business, adding to the well-being of all segments of society that it touches.

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The Company endeavors to embed the principles of sustainability, as far as practicable, into the various stages of product life cycle including procurement of raw material, manufacturing of product, transportation of raw materials and finished goods, and disposal by consumers.

The Company values and respect all forms of intellectual property and traditional knowledge, ensuring that any benefits gained are shared fairly and responsibly. It is committed to ethical practices that recognize and honor the contributions of communities and innovators while fostering collaboration and sustainability.

### **Environmental impact**

The Company is committed to contributing towards sustainable development through the establishment and implementation of environment, health, and safety (EHS) standards that meet the requirement of relevant laws, regulation, and code of practice in conducting its operation with due regard for the environment and providing a safe and healthy workplace for its employees. It provides appropriate training to employees on EHS, implement best practices and ensure adoption of resource efficient and cleaner production methods-

- To continue to increase the contribution from renewable energy sources towards meeting overall energy demand.
- To execute efficient strategies for sustainable use of natural resources and manufactured materials, prioritizing responsible procurement, waste reduction, and operational enhancements to minimize negative environmental impact.
- To comply with all regulatory requirements pertaining to environment health and safety impacts of its products and services; and
- To reduce adverse impact of climate change, augment energy efficiency and promote renewable energy usage.

The Company's strong governance framework ensures responsible business practices by maintaining regulatory compliance, ethical standards, and proactive risk management. It fosters stakeholder engagement, promotes sustainability through innovative solutions, and upholds accountability via continuous monitoring and improvement. By integrating these principles, the Company mitigates potential risks, enhances consumer trust, and reinforces its commitment to environmental and social responsibility.

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