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## **SUSTAINABILITY POLICY**

### **INTRODUCTION & SCOPE**

Agritech Limited (“AGL”) is committed to operating as a responsible corporate citizen and contributing to food safety and sustainable development of the country. Our commitment to sustainability encompasses environmental stewardship, social responsibility, and strong governance practices (**ESG – Environment, Social & Governance**).

This Policy applies to all employees, and third parties who undertake any activity for and on behalf of Agritech Limited under the framework given herein and duly approved by the Board of Directors.

### **1. ENVIRONMENTAL STEWARDSHIP**

- 1.1 Emissions Reduction:** AGL will actively work to reduce carbon and greenhouse gas emissions, air pollutants, and other emissions associated with its operations.
- 1.2 Resource Efficiency:** AGL will always endeavor to optimize the use of natural resources, including water and energy, in its manufacturing processes to minimize waste and environmental impact.
- 1.3 Waste Management:** AGL will implement waste reduction, recycling, and responsible disposal practices to minimize environmental impact.
- 1.4 Biodiversity Conservation:** AGL will promote land use practices that protect and enhance local biodiversity around its manufacturing facilities.

### **2. SOCIAL RESPONSIBILITY**

- 2.1 Health & Safety:** AGL will provide a safe and healthy workplace for the employees and contractors’ staff ensuring compliance with all relevant health and safety regulations. Health, Safety and Environment (HSE) will always be considered at par with productivity, quality and profitability in all business planning and decision making.
- 2.2 Ethical Practices:** AGL will conduct its business with the highest ethical standards, promoting fair labour practices and zero tolerance for corruption.
- 2.3 Community Engagement:** AGL will actively engage with local communities, support local initiatives, and contribute to community development.

- 2.4 **Philanthropic Activities:** AGL will actively support philanthropic initiatives and contribute to charities and social welfare programs that are aligned with its mission and values. AGL's philanthropic activities/donations/contributions will primarily be focused assisting the disadvantaged in the areas adjoining its manufacturing facilities.
- 2.5 **Non-discrimination and Diversity, Equity & Inclusion (DEI):** AGL will always be committed to fostering an inclusive work environment where every individual is valued, respected and provided with equitable opportunities. AGL will have zero tolerance for all forms of discrimination, harassment, and bias-based behaviours within the organization.

### 3. **STRONG GOVERNANCE PRACTICES**

- 3.1. **Compliance:** AGL will ensure total compliance with all applicable laws and regulations governing its operations, including but not limited to corporate governance regulations, corporate laws, environmental laws, competition laws and labour laws.
- 3.2. **Transparency:** AGL will maintain transparency in its governance practices, ensuring open and honest communication with stakeholders and meeting all regulatory disclosure requirements.
- 3.3. **Ethical Leadership:** AGL will promote ethical leadership and decision-making at all levels of the organization based on its Code of Conduct.
- 3.4. **Risk & Controls:** A structured Risk & Controls function will ensure that appropriate processes are in place for identification, assessment, monitoring and mitigation of operational, financial and reputational risks.

### 4. **DISCLOSURE & REPORTING**

AGL is committed to the ongoing improvement of its sustainability efforts. This Policy and the actions arising therefrom will be annually reviewed as part of AGL's business strategy.

This Policy is approved by the Board of Directors in its meeting held on 12 February 2024.