

2.2 ENVIRONMENTAL POLICY

SSEL

ENVIRONMENTAL POLICY

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Developed by: ESG Department

Owner Department: EHS Department & ESG Department

Approved by : Group CEO

At SSEL, we seek excellence in business, while being committed to the triple bottom line of Planet People and Profit, and we strive to be a responsible corporate by ensuring to comply with all relevant and applicable compliances, environmental laws and regulations as obligated under the law of the land where we have our operations.

We endeavor to reduce the impact of our operations and business activities on the environment while influencing the people in our value chain as well as our social interactions to follow the path of continuous improvement towards an environmentally sustainable living. And, in the process also endeavor to align with global environmental frameworks and sustainable development goals

Our Commitment:

We are committed to mitigation of climate change, protection of biodiversity and related ecosystems, and adoption of sustainable resource use. We understand the global concerns and commit to work towards the regulatory norms of clients and partners.

Our commitment to the environment, while not limited to, is actively in the following areas:

Climate Change Action:

We undertake a commitment of reduction of our Carbon Footprint across all our emissions for our operations through the practice of RRR; Reduce - consumption, Review - source of energy and switch to green energy and restore - the CO₂ balance in the atmosphere through carbon offset and carbon-capture technology.

Becoming Carbon Neutral and Net Zero Emissions company is the ultimate goal of our carbon and emissions reduction strategy.

Energy Consumption:

Innovation and use of clean and green technologies in our operations to minimize our carbon footprint is part of our commitment to the environment, to innovate and stay ahead of the technology curve to reduce energy consumption by services, equipment use, and office premises is our endeavor.

Office Space and Production Units:

Efficient use of office space and production units, with energy efficient devices and proactive approach to replace conventional sourced energy with green energy

Consciously embrace the acknowledged green building certifications while leasing a premises and work to achieve the same for our own premises

Water Consumption:

Introduce water efficiency management programs that continuously identify opportunities for water efficiency improvement and formulate actions reduce water consumption and improve waste water quality.

Waste Management:

Manage the waste generated from our business offices according to the principles of reduce, re-use and recycle.

Pledge to eliminate single use plastic and reduce non-bio-degradable waste generation.

Follow immaculate e waste disposal processes to reduce the harm to environment.

Completely eliminate waste to landfill, including food waste in our existing locations.

Employee Alignment:

Communicating the importance of environmental issues to our employees and motivating them to embed environmental responsibility in our work culture.

Training and Communication:

All employees would receive a mandatory training regarding the implementation and adherence to the policy as a part of their new-hire induction program as well as annual refresher trainings as part of ESG awareness to understand the impact of their activities on the environment.

Environment Champions:

Every vertical shall select Environment Champions from amongst the employees based on their passion and willingness to take up environmental causes both within the strategy and company as well as voluntary activities in the community. The Environment Champions will work to deliver goals in their chalked-out path and will be rewarded and recognized.

Influence Across Value Chain:

To be a strong influence through our Supplier Code of Conduct (SCoC) wherein we encourage our vendors and partners to embed environmental sustainability in their businesses.

Ensure to optimize logistics processes to minimize distribution losses through efficient supply chain systems.

Responsibilities:

We prioritize our commitment towards the adherence of this policy and create a sustainable ecosystem where we strive to leave a low bearing impact through our business operations.

The Company shall constitute an ESG Working Group who would be responsible to oversee the implementation and compliance of the policy and report any discrepancies to the ESG Committee of the Board while also providing an annual status update on the achievement of commitment.

Review:

There will be an Annual Review and make any necessary modifications to this Policy.

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