



Softstone Industries Private Limited

ENVIRONMENT, SOCIAL AND GOVERNANCE POLICY

Our Environmental, Social and Governance commitments

We are careful that our dealings comply with all relevant laws. However, our goal as a corporate citizen is that we not only comply with the laws, rules and regulations that relate to social and governance commitments and to the environment, but often exceed them.

Employees at Softstone are expected to be aware of the sanctions that are in force and consult with compliance staff regarding any questions.

We participate in a wide range of Environmental, Social and Governance activities on a global basis. We believe that one of the effective ways of reducing the impact of our business activities on the environment is to continue the print to digital conversion of our in-house processes, our products and our archives.

Reducing our carbon usage requires active participation by all employees in using existing resources wisely and looking for ways to lessen our usage of paper and other raw materials or find sustainable alternatives.

Environmental, Social, and Governance (ESG) Policy

At Softstone, we are committed to conducting our business in a manner that promotes environmental sustainability, social responsibility, and sound corporate governance practices. Our ESG policy serves as a guiding framework for integrating these principles into our operations and decision-making processes.

Environmental Sustainability

Resource efficiency: We strive to minimize resource consumption and waste generation by implementing efficient processes, technologies, and practices throughout our operations. Our resource efficiency practices are effective for minimizing waste, reducing environmental impact, and optimizing operational performance.

Material characterization and sorting: We are committed to adapt advanced technologies to accurately characterize waste material to reduce the amount of material processed, and to minimize energy consumption, and lower processing costs.

Water recycling and conservation: We are committed to employ water recycling systems and advanced water treatment technologies to minimize water consumption and reduce the environmental impact of operations through closed-loop water systems, water reuse, water management strategies that help conserve water resources and mitigate the risk of water pollution.

Waste minimization and recycling: We are committed to adopt waste minimization strategies, such as optimizing process flowsheets to reduce the generation of tailings and waste. Additionally, to explore opportunities for recycling and repurposing by-products and waste materials generated during processes.

Pollution prevention: We strive to reduce our environmental footprint by minimizing greenhouse gas emissions, water discharges, and waste generation. We invest in pollution prevention measures and technologies to mitigate environmental impacts.

Energy conservation: We prioritize energy conservation and seek opportunities to reduce energy consumption, promote renewable energy sources, and improve energy efficiency across our facilities.

Biodiversity preservation: We recognize the importance of biodiversity conservation and strive to minimize our impact on ecosystems and natural habitats. We support initiatives to protect biodiversity and restore degraded environments.

Social Responsibility

Health and safety: We prioritize the health and safety of our employees, contractors, and communities by maintaining safe working conditions, providing adequate training, and implementing robust safety protocols.

Employee well-being: We value the well-being and development of our employees and foster a supportive work environment that promotes diversity, inclusion, and equal opportunities for all.

Community engagement: We engage with local communities, stakeholders, and authorities to understand their needs and concerns and contribute to their socio-economic development through philanthropy, volunteerism, and community investment initiatives.

Human rights: We respect and uphold human rights principles in our operations and supply chain, ensuring that our activities do not infringe upon the rights and dignity of individuals, including freedom from discrimination, forced labour, child labour, and other human rights abuses.

Corporate Governance

Ethical conduct: We adhere to the highest ethical standards in all our business dealings and maintain transparency, integrity, and accountability in our governance practices.

Board diversity: We promote diversity and independence on our board of directors, ensuring representation from diverse backgrounds, skills, and perspectives.

Risk management: We implement robust risk management systems and processes to identify, assess, and mitigate risks related to our operations, finances, and reputation.

Stakeholder engagement: We actively engage with shareholders, investors, customers, suppliers, and other stakeholders to understand their expectations and incorporate their feedback into our decision-making processes.

Monitoring and Reporting

Performance measurement: We set measurable targets and key performance indicators (KPIs) to track our progress towards achieving our ESG goals and objectives.

Transparency and disclosure: We are committed to transparently reporting on our ESG performance, including environmental impacts, social initiatives, governance practices, and progress towards our sustainability goals.

Continuous improvement: We continuously evaluate and review our ESG performance, policies, and practices to identify opportunities for improvement and innovation.

Compliance: We comply with all applicable laws, regulations, and industry standards related to environmental, social, and governance issues.

Accountability: We hold ourselves accountable for upholding the principles and commitments outlined in this ESG policy and take appropriate action to address any instances of non-compliance or misconduct.

We aim to embracing an ESG approach that aligns our business with evolving societal expectations and regulatory requirements, positioning them for success in an increasingly complex and interconnected global landscape.