

HAYCARB PLC

ESG- ENVIRONMENTAL POLICIES



ENERGY & EMISSION MANAGEMENT POLICY

Purpose

The Haycarb Group is deeply committed towards conducting business in an environmentally responsible manner. The Energy and Emission Management Policy has been formulated to ensure all our manufacturing and other operations align to a consistent set of guidelines on environmental stewardship (responsible use and protection of natural resources through conservation and sustainable practices).

All the manufacturing and other entities of Haycarb Group operate within the framework of an Energy and Emission Management that is aimed towards minimizing adverse environmental impacts caused by natural resource depletion and greenhouse gas emissions. This framework encourages the optimization of energy usage by driving increased energy efficiency and increasing reliance on clean energy sources.

Scope

This policy is applicable for all manufacturing and other entities of Haycarb Group

Our Commitment

As an environmentally responsible organization, the Haycarb Group is committed to the following energy and emission management programmes;

<ul style="list-style-type: none"> Compliance with all relevant laws and guidelines, national and international standards 	<i>Compliance</i>
<ul style="list-style-type: none"> Identifying and appointing competent teams to effectively implement energy and emission management programs aligned with the operating model and business requirements 	<i>Assign competent teams</i>
<ul style="list-style-type: none"> Ensuring 100% complete and accurate reporting of relevant energy and emission data to Group Sustainability on a timely basis following the set reporting frameworks based on GHG protocol and national guidelines and Group Sustainability reporting formats 	<i>Accurate and timely reporting</i>
<ul style="list-style-type: none"> Implementation of customised energy and emission management programs focusing on the materiality of relevant energy / emission aspects. In driving these programs, identify all energy and emission related processes and applications, evaluate the significance, set targets and objectives, continuously monitor performances 	<i>Implement holistic energy and emission management programmes at all operations</i>
<ul style="list-style-type: none"> Ensure the availability of relevant information, documents, training tools and guidance to drive the defined energy and emission management programs 	<i>Availability of resources</i>
<ul style="list-style-type: none"> Gradually shift from non-renewable energy sources and increase reliance on renewable energy such as solar, biomass energy. 	<i>Shift to renewable energy</i>
<ul style="list-style-type: none"> Minimizing energy related environmental impact and enhance the Group's competitiveness through energy costs savings by embracing lean management practices, application of Life Cycle Assessment (LCA) concept, and other recognised green concepts 	<i>Minimise energy related impact on environment</i>
<ul style="list-style-type: none"> Adopting energy and emission conscious procurement procedure on all relevant operations and propagate energy and emission management practices across supply chain. Effective operation and maintenance programs to ensure energy efficient operations while minimizing emissions for significant energy consuming applications 	<i>Energy and emission management</i>
<ul style="list-style-type: none"> Nurturing culture of energy and emission consciousness across all the relevant stakeholder groups including the supply chain 	<i>Energy and emission conscious</i>

	<i>cultures</i>
• Aligning with the Hayleys PLC (Parent Company) Sustainability strategy	<i>Align to Group</i>

This policy will be reviewed periodically and communicated to relevant and interested parties, facilitating collaboration and raising awareness on sustainable practices.

Responsibility

The Heads of all business units will be responsible in ensuring that this policy is valued and adhered to.

WATER MANAGEMENT POLICY

Purpose

The Group’s Water Management Policy seeks to conserve and optimize water obtained from various sources, seek avenues of recycling of wastewater and responsible disposal of wastewater. Environmental, social and governance aspects of water management have been addressed through this policy.

Scope

This policy is applicable for all business entities of Haycarb Group.

Our Commitment

As the issue of water scarcity gains global attention, water conservation has been identified as a key priority in the Group’s environmental agenda. Following are the key aspects relating to the ESG framework over water applications;

• Compliance with all relevant laws and guidelines, national and international standards	<i>Compliance</i>
• Implementation of a water management strategies a	<i>Implement water management strategy</i>
• Identify, clearly map and measure all water inputs (classified by source), water applications (process and non-process water), water distribution plans and wastewater generation within the	<i>Mapping of water sources, applications,</i>

defined boundaries	<i>distribution and wastewater generation</i>
<ul style="list-style-type: none"> Identifying and appointing competent teams to effectively implement water management program aligned with the operating model and business requirements of each operation 	<i>Identify and assign individual and functional roles and responsibilities</i>
<ul style="list-style-type: none"> Ensuring the 100% complete and accurate reporting of all relevant data on timely basis to Group Sustainability portal 	<i>Accurate and timely reporting</i>
<ul style="list-style-type: none"> Water management targets and objectives are set and continual improvement program driven (focusing on monitoring, corrective and preventing actions, auditing and reviews on water management) 	<i>Set water management targets and objectives</i>
<ul style="list-style-type: none"> Ensure the availability of relevant information, documents, training tools and guidance to drive the defined water management programs 	<i>Availability of resources</i>
<ul style="list-style-type: none"> Introducing sustainable sourcing of water (including rainwater harvesting), wastewater recycling practices and any other innovative solutions aimed at minimising the water footprint of the companies 	<i>Sustainable sourcing, recycling of wastewater and innovation to minimize consumption</i>
<ul style="list-style-type: none"> Ensure the appropriate and adequate treatment of raw water inputs and waste-water discharge to ensure it meets the quality parameters for its designated usages and discharge standards (prior to discharge into the environment or further treatments) 	<i>Water quality controls</i>
<ul style="list-style-type: none"> Properly track and manage all the wastewater discharges and locations with quantity and quality while ensuring the environmental compliance. 	<i>Standard discharge of wastewater</i>
<ul style="list-style-type: none"> Effective operation and maintenance programs to ensure water efficiency of all the relevant operations 	<i>Water efficiency</i>

<ul style="list-style-type: none"> • Foster a water-conscious culture focusing on conserving and reducing water utilisation through various technologies, process improvements and through stimulating behavioural changes in staff through awareness campaigns 	<i>Water conscious culture</i>
<ul style="list-style-type: none"> • Driving corporate responsibility programs focusing on water management applications 	<i>Water management related CSR activities</i>
<ul style="list-style-type: none"> • Aligning with the Hayleys PLC (Parent company) Sustainability strategy 	<i>Align to Group</i>

This policy will be reviewed periodically and communicated to relevant and interested parties, facilitating collaboration and raising awareness on sustainable practices.

Responsibility

The Heads of all business units, will be responsible in ensuring that this policy is valued and adhered to.

MATERIAL AND WASTE MANAGEMENT POLICY

Purpose

As an environmentally responsible corporate, Haycarb Group places priority on optimizing and managing material consumptions through best business applications while minimizing waste generation and effectively managing the waste generated through sustainable disposal methods. This guideline will ensure the implementation of effective material and waste management practices across all the operations.

Scope

This policy is applicable for all business entities of Haycarb Group.

Our Commitment

This policy relates to all types of materials (that are used to produce and package the organization’s primary products) and relevant solid waste generated within our manufacturing operations.. The following guidelines are aimed towards the implementation of sustainable material and waste management practices across the Group.

Overall: Materials & Waste	
<ul style="list-style-type: none"> Compliance with all relevant laws and guidelines, national and international standards. 	<i>Compliance</i>
<ul style="list-style-type: none"> Ensuring 100% complete and accurate reporting of all relevant material and waste generation data on a timely basis to Group Sustainability Information Module 	<i>Accurate and timely reporting</i>

<ul style="list-style-type: none"> Identifying and appointing competent teams to effectively implement material and waste management programs aligned with the operating model and business requirements. 	<p><i>Identify and assign individual and functional roles and responsibilities</i></p>
<ul style="list-style-type: none"> Promoting waste management through identified corporate responsibility programs 	<p><i>Waste management-related CSR activities</i></p>
<ul style="list-style-type: none"> Establishing proper environmental grievance handling mechanism to handle all possible environmental and social issues from stakeholders 	<p><i>Environmental grievance handling mechanism</i></p>
<ul style="list-style-type: none"> Aligning with the Hayleys PLC (Parent company) Sustainability strategy 	<p><i>Align with Group Sustainability strategy</i></p>
<ul style="list-style-type: none"> Introducing possible waste minimization practices while improving resource efficiencies through application of LCA concepts, lean manufacturing practices, innovation & technology applications and applications of any other material and waste management related concepts 	<p><i>Innovation to drive resource efficiency</i></p>
<p>Materials</p>	
<ul style="list-style-type: none"> Establish a comprehensive system to capture all quantitative information pertaining to renewable and non-renewable material consumptions relevant to the organisation's operations 	<p><i>Capture quantitative information in sufficient detail</i></p>
<ul style="list-style-type: none"> Establish a material management program to prioritise sustainable material sourcing while increasing the use of recycled and reclaimed material inputs wherever possible 	<p><i>Prioritise sustainable sourcing</i></p>

<ul style="list-style-type: none"> • Sustainable material sourcing, green procurement practices, sustainable supplier evaluations and safe material handling should be practiced across the group. 	<p><i>Comprehensive sustainable sourcing practices to be adopted by Group</i></p>
<p>Waste</p>	
<ul style="list-style-type: none"> • Mapping the waste generation, segregation and quantification 	<p><i>Quantifying waste generation by categories</i></p>
<ul style="list-style-type: none"> • Establishing waste management programs focusing on minimising, reducing and controlling waste generation. (Program should be developed based on 7R principals [Reject, Reduce, Reuse, Reclaim, Replace, Repair, Recycle]) 	<p><i>Waste management programmes based on the 7R concept</i></p>
<ul style="list-style-type: none"> • Segregated waste should be stored separately complying with all the relevant legal and other requirements (availability of separate waste storage for hazardous and non-hazardous waste, following defined colour code and labelling mechanism, zero contamination to the environment, application of emergency preparedness programs, health and safety requirements on waste handling etc.) 	<p><i>Compliance over safe storage and handling of waste</i></p>

<ul style="list-style-type: none"> • Ensure the sustainable disposal of all types of waste by following “zero landfilling” (getting into agreements with legally accepted waste collectors and disposers, ensure the proper disposal through audits and proof documentations, maintain records of all the waste disposals) 	<p><i>Sustainable disposal of waste</i></p>
<ul style="list-style-type: none"> • Establishing material and waste management targets, objectives and drive continuous improvement programs (focusing on monitoring, corrective and preventing actions, auditing and reviews on waste management) 	<p><i>Establishing targets and objectives to drive continuous improvement</i></p>
<ul style="list-style-type: none"> • Ensure the availability of relevant information, documents, training tools and guidance to drive the defined waste management programs 	<p><i>Training and tools to enable performance</i></p>

This policy will be reviewed periodically and communicated to relevant and interested parties, facilitating collaboration and raising awareness on sustainable practices.

Responsibility

The Heads of all business units, will be responsible in ensuring that this policy is valued and adhered to.

CHEMICAL MANAGEMENT POLICY

Purpose

As an environmentally responsible corporate, Haycarb Group places priority on sustainable chemical management practices ensuring the safety of our employees, customers and all other relevant stakeholders while minimizing and eliminating the environmental negative impacts. This guideline will ensure the implementation of effective chemical management practices across all the applicable locations irrespective of their operations.

Scope

This policy is applicable for all business entities of Haycarb Group. This will ensure the best chemical management practices from chemical purchasing, transportation, handling, storing and disposals.

Our Commitment

This policy relates to all types of applicable (manufacturing and service) process. within our operations. The following guidelines are aimed towards the implementation of sustainable chemical management practices across the Group.

<ul style="list-style-type: none"> Compliance with all relevant laws and guidelines, national and international standards. 	<p><i>Compliance</i></p>
<ul style="list-style-type: none"> Identifying and appointing competent teams to effectively implement sustainable chemical management programs aligned with the operating model and business requirements of each operation. 	<p><i>Identify and assign individual and functional roles and responsibilities</i></p>
<ul style="list-style-type: none"> Maintaining up to date complete and accurate chemical inventory for all chemicals (process and non-process). 	<p><i>Maintaining an inventory of information</i></p>

<ul style="list-style-type: none"> Aligning with the chemical inventory, maintain up to date (maximum 3 years old) MSDS (Material Safety Data Sheet) / SDS (Safety Data Sheet) for all the list of chemicals. 	<p><i>Maintaining material safety data sheets</i></p>
<ul style="list-style-type: none"> Proper chemical labelling practices should be available for all the chemicals. It is recommended to follow internationally accepted chemical labelling standard [E.g., Globally Harmonized System (GHS)] 	<p><i>Chemical labelling practices</i></p>
<ul style="list-style-type: none"> Chemicals should be stored separately as per chemical compatibility complying with all the relevant legal and other requirements 	<p><i>Storage of chemicals</i></p>
<ul style="list-style-type: none"> Adequate spill control mechanism and safety precautions should be available for any emergencies relating to chemical related operations 	<p><i>Safety precautions</i></p>
<ul style="list-style-type: none"> Availability of a training and awareness plan to ensure the safe and environmentally sustainable chemical management for all the relevant employees and any other applicable stakeholder groups 	<p><i>Training and awareness</i></p>
<ul style="list-style-type: none"> Continually conducting projects for improving the efficiencies of related business operations with the intention of minimizing the overall chemical consumptions 	<p><i>Efficiency improvements</i></p>
<ul style="list-style-type: none"> Establishing a proper emergency communication mechanism relating to chemical management 	<p><i>Communication mechanisms</i></p>
<ul style="list-style-type: none"> Aligning with the Hayleys Group (parent company) Sustainability strategy 	<p><i>Alignment with Group Strategy</i></p>

This policy will be reviewed periodically and communicated to relevant and interested parties, facilitating collaboration and raising awareness on sustainable practices.

Responsibility

The Heads of all Business units, will be responsible in ensuring that this policy is valued and adhered to.

BIO DIVERSITY CONSERVATION POLICY

Purpose

Haycarb Group is committed to preserving biodiversity and natural habitats, including diversity of ecosystems, species and genes and the ecological processes that support are prevalent in and around the business operations

Scope

This policy is applicable for all business entities of Haycarb Group

Our Commitment

We seek to avoid and minimize any significant impacts our operations may have on sensitive species, habitats and ecosystems. This means that we;

<ul style="list-style-type: none"> • Ensure legal compliance with respect to biodiversity by complying with rules and regulations related to all environmental aspects during the organizational operations 	<p><i>Compliance</i></p>
<ul style="list-style-type: none"> • Map existing biodiversity aspects, identifying significant impacts and develop customized biodiversity conservation strategies. 	<p><i>Align to ESG Framework and develop strategies</i></p>
<ul style="list-style-type: none"> • Identifying and appointing competent teams to drive effective implementation and ensure the availability of relevant information, documents, training tools and guidance to effectively drive the biodiversity conservation strategy aligned with the operating model and business requirements of each entities 	<p><i>Identify and assign individual and functional roles and responsibilities</i></p>
<ul style="list-style-type: none"> • Accountability for all operations and creating systems to respond to any aberration with the aim of preserving biodiversity resources 	<p><i>Accountability</i></p>
<ul style="list-style-type: none"> • Define best quantification mechanism for biodiversity impacts and ensure the 100% complete and accurate reporting, tracking and record keeping of all relevant progress / impacts on timely basis 	<p><i>Complete and accurate reporting on time</i></p>
<ul style="list-style-type: none"> • Align our biodiversity journey with national and global level biodiversity road maps and drive initiatives for restoration of degraded habitats and enhancement of biodiversity in areas (near or far to establishments) which may have been lost due to human intervention 	<p><i>Align with national and global roadmaps</i></p>
<ul style="list-style-type: none"> • Minimization of adverse impacts on biodiversity through the right combination of sustainable industry practices and technologies 	<p><i>Sustainable practices and technology</i></p>
<ul style="list-style-type: none"> • Capacity building and regular knowledge sharing on biodiversity with relevant stakeholders 	<p><i>Capacity building of stakeholders</i></p>

<ul style="list-style-type: none"> • Raise employee awareness with the aim of extending the program impact into employees’ work places as well as their communities 	<p><i>Employee awareness</i></p>
<ul style="list-style-type: none"> • Promoting biodiversity conservations through identified corporate responsibility programs 	<p><i>Biodiversity conservation related CSR activities</i></p>
<ul style="list-style-type: none"> • Establishing suitable communication programs through; <ul style="list-style-type: none"> • Participating in industry associations and other forums to share and promote best practices for biodiversity conservation • Communicating biodiversity-related activities to employees and outside audiences. Engaging with government, local communities and others to understand and work to address significant biodiversity issues in areas where we operate 	<p><i>Promoting best practices Community engagement For biodiversity conservation</i></p>

This policy will be reviewed periodically and communicated to relevant and interested parties, facilitating work with them to establish and aware sustainable practices.

Responsibility

The heads of each business units will be responsible to ensure this policy is valued and adhered to