

Environment and Social (E&S) Policy



SAEL shall conduct its operations in a manner that ensures compliance with legal requirements and meets the highest level of commitment towards protection of People and Environment. SAEL shall strive to safeguard the environment and natural resources and promote resource efficiency in its operations.

This above is achieved through the following commitments:

- Comply with all applicable national and state level legal requirements and regulations pertaining to environment, health & safety and social aspects and provide a good workplace practices for its employees, contractors and contract workers across its operations and services.
- Implement, maintain and continually improve its management systems, process and practices that enable a safe work environment, protect the health of workers, use resources optimally reduce pollution and ensure integrity of its contractors and subcontractors.
- Regularly assess the potential E&S impacts, and risks associated with business operations and make sustained efforts to reduce the identified impacts by implementing good international industry practices (GIIP) in its operations.
- Protect valuable natural resources, such as water, air and soil from contamination/degradation by ensuring strong waste management procedures and resource efficiency interventions and take precautions to avoid environmental pollution.
- Plan for emergency support systems for handling emergencies including accidents, blackouts and natural calamities, climate change impact.
- Will not restrict workers from developing alternative mechanisms to express their grievances and protect their rights regarding working conditions and terms of employment.
- Optimize technologies and formulations, operate its equipment and technologies in accordance with the environmental protection and occupational safety rules.
- Include health, safety and environment aspects in overall decision making process and develop occupational health and safety and emergency response related awareness amongst contractors, including sub-contractors, as well as direct and indirect employees and workers engaged by and for the company, to prevent occurrence of accidents (personnel injuries and property damage) and occupational diseases.
- Employ capable and trained human resources, and build competency by providing necessary awareness and culture building activities on environment, health and safety.
- Constantly educate and train employees, contractors and indirect workforce, and strongly encourage them to protect the environment and adhere the occupational safety principles; to design the training so as to motivate the employees performing their jobs to prevent or reduce negative impacts of all activities on the environment.
- Maintain safe and conducive environment at workplace to achieve a zero accident rates and also communicate our EHS risks, performance and progress to all our internal and external stakeholders.
- Encourage/support the adoption of an environment friendly approach by vendors (suppliers and contractors) for commitment of management and all stakeholders to the cause of protecting the environment.
- Develop communication and cooperation with the public administration bodies, professional public, employees and other parties concerned with the environmental protection issues and safety and health protection during work. Ensure participation of workers or their representatives in discussing tasks and objectives in the area of safety and health protection during work.
- Select suppliers and contractors, including sub-contractors considering their ability to operate in environmentally and socially responsible manner, and to provide safe and healthy work environment to their employees and workers, in compliance with this Policy, other applicable Policies of the SAEL's ESMS and specific Environmental, Health, Safety and Social contractual requirements.
- Committed to employing individuals on the basis of merit, having readiness to align with the business strategy, possessing required competencies to fit in the organization's culture and will integrate smoothly and productively into the organisation to meet current and future business requirements.
- Committed to be an equal opportunity employer and does not discriminate against any employee or job applicant because of his or her community, colour, religion, national origin, gender, orientation, or age.
- Strongly opposes the use of child labour and does not employ persons below 18 years of age. SAEL also mandated that its vendors (suppliers and contractors) does not employ child labour and comply with the local laws in this regard.
- Strongly oppose gender-based violence and harassment, and mandate that its vendor(s) will oppose gender-based violence and harassment.
- Strongly oppose any form of modern slavery or forced labours within the workforce or vendors and implement sufficient systems to monitor the same.
- Recognizes that all employees have a right to work in an environment in which the dignity of individuals is respected and which is free from harassment. It is committed to eliminating intimidation or harassment of or in any form.
- Safeguard the interests of stakeholders and affected communities through periodic engagement participation and information disclosure, and effective management of grievances resulting from operations and services as well as any unplanned events.
- Implement necessary safeguards to maintain the identity, dignity, and protect human rights of all the employees.
- Implement socially useful programs for welfare and sustainable development of the local community through targeted Corporate Social Responsibility (CSR) initiatives.
- SAEL will undertake analysis of alternatives prior to retrenchment to reduce the adverse impacts on workers. Committed to comply with all legal and contractual requirements related to notification of public authorities, and provision of information to, and consultation with workers and their organizations.
- Establish an information disclosure and reporting mechanism to apprise relevant environmental and social information to relevant stakeholders, and especially to the impacted community.
- Establish procedures to monitor and measure the effectiveness of the management program, as well as compliance with any related legal and/or contractual obligations and regulatory requirements.
- Establish key E&S performance indicators through adoption of E&S goals and objectives and ensure continuous improvement through performance evaluation across all operations.

The primary agency responsible for implementing this policy and its objectives across the organization is the ESMS Committee of SAEL. In order to meet its objectives successfully, the same shall be supported by other departments of SAEL as per requirement.

CEO
SAEL Industries Limited

