



ENVIRONMENT, SOCIAL AND GOVERNANCE (ESG) POLICY

INTRODUCTION

As a publicly listed company, we at Raghav Productivity Enhancers Limited (RPEL) (called the “Company”) recognize our responsibility towards all stakeholders, including investors, employees, customers, suppliers, and society at large. Our Environment, Social and Governance (ESG) Policy is designed to integrate environmental, social, and governance (ESG) considerations into our core business operations. By adopting this policy, we aim to enhance long-term value creation, ensure ethical business conduct, and promote sustainable growth in line with regulatory expectations and industry best practices.

PREAMBLE

This ESG Policy articulates our commitment to environmental integrity, social stewardship, and strong governance, aligning with:

- SEBI’s BRSR mandate
- National Guidelines on Responsible Business Conduct (NGRBC)
- United Nations SDG Framework

PURPOSE AND OBJECTIVE

This Policy is intended to ensure that the Company adopts responsible business practices while fulfilling its economic, social, and environmental responsibilities. This policy aligns with the principles and core elements laid down in the National Guidelines on Responsible Business Conduct issued by the Ministry of Corporate Affairs. The objective is to integrate sustainability into business strategy, ensure accountability to stakeholders, and create long-term sustainable value for all concerned.

APPLICABILITY

This policy applies to all the directors, employees, and stakeholders across the value chain, including suppliers, customers, and service providers.



IMPLEMENTATION AND GOVERNANCE

The Board of Directors, through the Secretarial Department, shall oversee the implementation of this policy. Business and functional heads will ensure adherence to the principles outlined herein, and periodic reports on compliance and progress will be included in the Company's Annual Report.

PRINCIPLES OF BUSINESS RESPONSIBILITY AND SUSTAINABILITY

Principle 1: Ethical Business Conduct

Businesses should conduct and govern themselves with integrity, ethics, transparency, and accountability. The Company upholds high ethical standards through a strong governance framework, including a Code of Conduct, Anti-Bribery and Corruption Policy, Insider Trading Code, and a Vigil Mechanism. All directors and employees must adhere to these standards to prevent conflicts of interest and ensure responsible decision-making.

Principle 2: Sustainable and Safe Products and Services

Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle. The Company is committed to using sustainably sourced materials, maintaining high product quality standards, and ensuring that production processes are energy-efficient and environmentally friendly. It will also work with suppliers and customers to promote sustainability across the supply chain.

Principle 3: Employee Well-being

Businesses should respect and promote the well-being of all employees, including those in their value chains. The Company ensures fair treatment, non-discrimination, a safe working environment, and compliance with labour laws. Key policies include health and safety measures, prevention of sexual harassment, skill development programs, and a work-life balance framework.

Principle 4: Stakeholder Engagement

Businesses should respect the interests of and be responsive to all stakeholders, including disadvantaged, vulnerable, and marginalized communities. The Company maintains transparent and open communication with shareholders, employees, suppliers, customers, and regulatory authorities. Inputs from stakeholders will be considered while shaping policies and business decisions.

Principle 5: Respect for Human Rights



Businesses should respect and promote human rights. The Company ensures fair wages, prohibits forced and child labour, and upholds human dignity across operations and supply chains. Grievance redressal mechanisms are in place to address human rights violations.

Principle 6: Environmental Protection and Climate Action

Businesses should respect, protect, and restore the environment. The Company is committed to minimizing environmental impact by adopting cleaner production methods, reducing carbon footprint, managing waste responsibly, and complying with all environmental regulations. Sustainable resource utilization and pollution control measures will be integral to operations.

Principle 7: Responsible Public Policy Advocacy

Businesses, when engaging in influencing public and regulatory policy, should do so in a transparent and responsible manner. The Company will engage with industry bodies, regulatory authorities, and policymakers responsibly, without any political affiliations, to advocate for policies that promote sustainable and ethical business practices.

Principle 8: Inclusive Growth and Equitable Development

Businesses should support inclusive growth and equitable development. The Company will actively contribute to social welfare through Corporate Social Responsibility (CSR) initiatives focusing on education, healthcare, livelihood enhancement, and community development. Special emphasis will be given to uplifting marginalized communities.

Principle 9: Consumer Welfare and Data Protection

Businesses should engage with and provide value to their customers responsibly. The Company ensures transparency in product information, consumer safety, and ethical marketing practices. Customer grievances will be addressed efficiently, and data privacy and cybersecurity policies will be enforced to protect consumer rights.

DISCLOSURES AND ASSURANCE

- Annual filing of Business Responsibility & Sustainability Report (BRSR) covering Essential & Leadership Indicators.
- Voluntary alignment with GRI Standards, TCFD recommendations, and Integrated Reporting (IR) framework, as suggested by the Board from time to time.
- Third-party limited or reasonable assurance under SSAE 3000 and SAE 3410 as applicable.



- Internal benchmarking via the ICAI Sustainability Reporting Maturity Model (SRMM).

SECTOR IMPACT AND SDG ALIGNMENT

Our operations contribute to the following national and global priorities:

S. No.	FOCUS AREA	ALIGNED SDGs
1	Air Quality and Dust Mitigation	SDG 3 (Good Health & Well Being)
2	Resource efficiency and beneficiation	SDG 9 (Industry, Innovation & Infrastructure)
3	Circular economy and waste reuse	SDG 12 (Responsible Consumption & Production)
4	Community resilience	SDG 11 (Sustainable Cities & Communities)

MONITORING AND REVIEW

This policy will be reviewed periodically by the Board to ensure alignment with regulatory requirements, industry best practices, and evolving stakeholder expectations. Amendments will be made as necessary to reflect changes in the business environment and sustainability landscape.

Approved by Board on	30.04.2025
Effective from	01.04.2025
Version	1