

**Policy name: ESG (Environmental, Social, Governance Policy)**

**Policy date: Nov 9, 2021**

#### **Introduction:**

As we seek to build India's largest consumer products company, we are committed to doing so by positively impacting the environment, our customers, employees, and the community at large. Our guiding principles drives our ESG policy, and we look forward to creating value to drive growth through our corporate decision-making processes. Our guiding principles of People, Customer, Growth, Innovation and Creating Value are reflected in our ESG focus and approach. As an organization, we aim to align this approach with our strategic goals and the experience we seek to offer all our stakeholders.

The policy framework is in line with the IFC's Performance Standards on Environmental and Social Sustainability and other relevant sustainability standards for investments by financial institutions.

#### **Purpose:**

As a testament to our commitment, we have constituted the ESG policy, which serves as a framework to understand and manage our environmental and social risks, impacts and opportunities. The ESG policy framework will serve as a guiding document for all ESG initiatives and activities undertaken by GlobalBees.

#### **Approach and Focus Areas**

##### **Environmental:**

Focuses on organisation's approach towards environment, energy use, recycling practices, pollution control, and conserving resources.

As a responsible organization and with a vision towards conserving the environment, Globalbees brands Pvt. Ltd. strives to-

- Comply with all the applicable local and national laws and regulations on environmental aspects
- Combat climate change and transition to a low carbon economy
- Reduce our carbon footprint by taking on initiatives to monitor and reduce our energy consumption
- Develop a risk management framework that
  - a. Identifies potential environmental risks and measures the magnitude of their impacts
  - b. Enables mitigation of these risks by application of best practices and necessitates continuous monitoring and reporting
- Minimize both electronic and environmental waste generation by reducing dependency on papers, plastic and dispose E-waste mindfully.
- Optimize the use of water and energy resources with our own operations
- Refrain from business relationships with partners/vendors that do not align with the environmental principles stated herewith in this policy
- Produce recycled, environment friendly and energy efficient products and will set clear

expectations with vendors and suppliers to abide by environment laws.

- Not to be involved in business activities that are a part of IFC's exclusion list.

### Social

We as an organization understand the importance of relationship with employees, suppliers, customers, stakeholders and community at large and therefore strive to:-

- Comply with all the applicable local and national laws and regulations on social and labour aspects within organization and ensure the same with our vendors, suppliers and contractors.
- Develop a risk management framework that
  - a. Identifies social issues, in particular with regards to
    - ✓ the society living conditions,
    - ✓ the labour policies and regulations,
    - ✓ the supply chain practice that involves the use of labour and affects local community,
    - ✓ the health and safety working conditions,
    - ✓ human rights, and
    - ✓ stakeholders' engagement process
  - b. Enables mitigation of these risks by application of best practices and necessitates continuous monitoring and reporting
- Treat to all employees, suppliers, customers, stakeholders and whosoever irrespective of their caste, religion, race, ethnicity, sex (inclusive of LGBTQ community), socio economic status, physical ability fairly and with respect
- Provide fair wages and equal growth opportunities
- Promote diversity in organization
- To Provide safe and conducive work environment to employees.
- To have strong mechanisms to deal with issues regarding a breach of the Code of Conduct including mental or physical abuse and sexual harassment at the workplace.
- Zero tolerance Policy on Prevention of Sexual Harassment with an Internal Complaints Committee (ICC) in case of any case of sexual misconduct and ensures investigation through a fair and transparent process.
- Treat our customers with respect and provide seamless customer experience by focussing on customer feedback, reviewing processes and bench marking our product and services with best practices around globe.

### Governance

Focuses on the organisation's management structure, executive compensation, internal controls, and Stakeholder rights

We are committed to:-

- Apply the highest standards of business ethics, integrity, and honesty to the business and to the board of the company and ensure that no corruption, bribery, money laundering, and internal misconduct activities are taking place in the business.
- Proactively upheld good governance practices and are constantly striving to enhance our standards.
- Develop a governance framework that
  - a. Identifies and enables resolution of key governance issues
  - b. Reports the issues and actions taken on a regular basis
- Develop a grievance redressal mechanism

#### ESG Disclosure

ESG disclosures and report shall be released within 90 days of financial year closure.

