



# **Environmental, Social and Governance (ESG) Policy**

# **Antony Waste Handling Cell Limited**

## **Environmental, Social and Governance (ESG) Policy**

Responsible stewardship is a key priority for ANTONY WASTE HANDLING CELL LIMITED (“the Company” and together with its subsidiaries and affiliates). The Company and its subsidiaries are in business to sustainably manage waste thereby generating value for shareholders and society. The Company believes that a responsible approach towards its employees, suppliers, and local communities, the environment, and society is an essential part of its success.

The Company has embedded consideration of ESG factors throughout the operations of its business. The company is fundamentally committed to building a long-term business, which will sustainably manage waste and grow; provide employment and generate economic benefit in an environmentally and socially responsible manner, both during and after its ownership.

The three main areas of focus for responsible stewardship relate to the environmental and social impact of our business activities, and how a business is managed. Together, these factors are Environmental, Social, and Corporate Governance (‘ESG’).

### **Environmental**

The company commits to addressing the following environmental impacts and problems:

- (i) Factors contributing to and impacts of climate change
- (ii) Potential Contamination of ground and surface water resources
- (iii) Gaseous emissions
- (iv) Energy efficiency and renewable energy
- (v) The potential impact on biodiversity and ecological functions

## **Social**

The company commits to adhere to and strives to follow:

- (i) Health and safety of employees, contract workers, and communities
- (ii) Preservation of human rights, and avoidance of any complicity in human rights abuses
- (iii) Promote honest and ethical conduct and fair dealing
- (iv) Provide equal opportunity at workplace
- (v) Discourage sub-ordination
- (vi) Ensure protection of personal information of employees
- (vii) Ensuring there is no exploitation of child labor or involuntary labor
- (viii) Prevention of Sexual Harassment
- (ix) Stakeholder engagement

## **Corporate Governance**

The company commits to maintaining the following governance mechanisms

- (i) Management structure – power balance between the CEO and Board, separation of Chairman from CEO, appropriate checks and balances for members of the management team
- (ii) Stakeholders’ Grievances Redressal Mechanism for Whistle-blowers
- (iii) Code of Conduct for all employees

Further, the Company seeks to:

- (i) Comply with both the letter and the spirit of all applicable regulations
- (ii) Ensure that it takes a responsible approach and recognizes the potential impact of businesses on the environment, workers, communities, and society, as well as the potential impact of climate change on the operations
- (iii) Ensure that it respects human rights and ensure no exploitation of child labor and forced labor
- (iv) Ensure there is no bribery or corruption in any of our dealings
- (v) Act with integrity at all times in all our dealings
- (vi) Always be non-discriminatory (whether on grounds of gender, race, or disability), and adopt equality and diversity in our employment practices
- (vii) Act responsibly for the environment, aiming for a sustainable approach to the use of resources, prevent and mitigate emissions and discharges
- (viii) Ensure that our management structures and policies reflect the need for transparency, accountability, equality, and probity in the management of our business
- (ix) Report on our activities and progress towards implementing the ESG Principles.

We have incorporated these principles into our business processes and practices. Our CFO/CS/COO is responsible for deploying this policy. At each site and function, an appointed and duly trained employee would champion the ESG policy implementation. ESG risks will be part of our risk report to the Board and this policy deployment will be part of our internal audit.

The ESG Policy, as amended from time to time, is disclosed on Company's website i.e. [www.antony-waste.com](http://www.antony-waste.com).