

PRINCE[®]
PIPING SYSTEMS



**ENVIRONMENTAL AND
SOCIAL POLICY**

ANNEXURE - A

PRINCE PIPES AND FITTINGS LIMITED

ENVIRONMENTAL AND SOCIAL POLICY

Prince Pipes and Fittings Limited as a leading company in the water management space recognizes that effective management of environment and social impacts is a fundamental part of our business. We shall strive to integrate sound practices across the Company's management and governance systems to minimize environmental and social impacts.

The Company is therefore committed to

- compliance with applicable legal, environmental requirements and our internal requirements where specific environmental legislation is non-existent or insufficient
- the continual improvement of the environmental performance of our activities, products and services
- continuous improvement towards management of environment, health & safety and social practices;
- prevention of pollution in our manufacturing processes
- systematic assessment and optimization of environmental impacts in the design of new and renovated products
- ensure environmental sustainability is covered as part of relevant training, workshops and meetings to raise commitment of our employees, suppliers, business partners and the community at large;
- promote corporate and personal responsible behaviour towards the environment through publishing success stories and recognising positive initiatives to embed these practices within our business and the local community.
- align the company activities and business in line with the SDG's and work on a roadmap for stronger alignment and meaningful contribution which shall be an ongoing activity
- respond appropriately and swiftly to serious accidents, incidents or events, or other changes in the company's circumstances relating to E&S matters, and to ensure that lessons are learned and applied in future.
- develop and implement an environmental and social management system for its activities and operations across the company

The Company shall:

- adhere to IFC Performance Standards (PS), and IFC/ World Bank EHS guidelines and standards;
- comply with applicable local and national regulations / laws and with ILO conventions which have been notified in India.
- set up appropriate processes and systems which effectively addresses E&S risks and consider E&S opportunities as a fundamental part of a company's value;
- use effective systems of internal controls and risk management covering all significant E&S issues;

- apply relevant international best management practices and/or standards, with appropriate targets and timelines for achieving E&S improvement and performance;
- not employ or make use of child labor or forced labor of any kind; and
- take appropriate interventions to mitigate environmental risks and improve the overall environmental/ sustainability performance.

Manufacturing

We will strive to improve our overall efficiency, quality and environmental performance. We aim to use the most efficient technologies and apply best practices in order to:

- Optimise energy and water consumption;
- Minimise waste generation;
- Recover value from by-products and control and eliminate emissions, including greenhouse gases;
- Take relevant approvals and permits for our manufacturing facilities and operate our plants as per applicable standards;
- Ensure that our manufacturing processes adhere to applicable pollution control regulations;
- Incorporate environmental sustainability objectives when we build, construct and renovate facilities.

Human Resources

We will strive to create conducive and safe workplace conditions that help all employees. Our focus will be on:

- Providing safe working conditions;
- Maintaining workplace conditions that protect employee health;
- Training and information dissemination at periodic frequency on all relevant aspects of E&S matters to the applicable stakeholders;
- Ensuring our labour practices are in compliance with applicable laws and regulations including the compliance with Indian Factories Act 1948 related to employee working hours and wages;
- Striving to incorporate best practices on labour management, such as the ILO;
- Increasing female participation in our workforce, where applicable
- assess all potential health and safety risks arising from work activities and take appropriate measures to mitigate risks to health and safety;

E&S Team

The Board proposes to create an E&S Team which will be headed by an EHS officer, such officer to be in place prior to March 31, 2020, who will be supported by relevant plant level and corporate level personnel as the case may be.

The EHS officer will be responsible for further developing and monitoring the Company's E&S Policy in consultation with Senior Management and the Board. The EHS officer will also prepare

and report back performance of the E&S system to the Board at regular intervals. The E&S team shall support in collection of development impact on key indicators on a periodic basis.

Monitoring and Reporting

The Company will look to monitor, measure, report the progress, performance of environmental conservation, health and safety and management initiatives in compliance with internationally recognized protocols and communicate approach and achievements to relevant stakeholders. The Company will engage a qualified third-party advisor to help assist on same on a periodic basis.

Grievance Mechanism

The company shall establish a robust grievance redressal mechanism for its internal and external stakeholders to raise concerns on matters that may potentially affect or impact them. The company will establish a formal mechanism of obtaining and addressing any grievances.