AMARA RAJA
Gotta be a better way

Environmental, Social and Governance (ESG) Policy

A. Statement of Intent

At Mangal Industries Limited (MIL), a member of the Amara Raja Group, we reaffirm our commitment to responsible industrial growth, environmental stewardship, and inclusive societal development, underpinned by robust governance. Through this ESG policy, we aim to integrate sustainability into our manufacturing operations and value chain while upholding transparency and accountability through regular ESG reporting and disclosures.

B. Our Commitment to ESG

MIL strives to be a responsible corporate citizen by embedding Environmental, Social, and Governance (ESG) values into our business strategy and operations. Our approach is drivenby a deep commitment to sustainability, safety, ethics, and long-term stakeholder value creation.

We are dedicated to:
Adopting an integrated ESG framework in all operations.

- Driving resource efficiency, carbon-conscious manufacturing, and circular economy principles.
- Fostering employee well-being, diversity, and community engagement.
- Ensuring compliance with applicable laws and proactively aligning with global ESG standards.

C. ESG Principles

We adhere to the following core ESG principles:

Environmental Sustainability

- Efficient use of raw materials, water, and energy across our manufacturing processes.
- Minimize environmental footprint through emissions reduction, waste minimization, recycling, and biodiversity conservation.
- Promote green product innovation and sustainable packaging.
- Actively address climate change through measurable carbon reduction initiatives.

Social Sustainability & Health and Safety

- Provide a safe, healthy, and inclusive work environment.
- Uphold human rights across our operations and supply chain.
- Ensure equal opportunity and prohibit discrimination or harassment.
- Prevent child labor and forced labor in any form.
- Promote continuous employee development and upskilling on ESG issues.
- Engage proactively with local communities and invest in inclusive development programs.

Governance

- Establish a sound governance framework aligned with the Amara Raja Group's Code of Conduct and ethical practices.
- Maintain transparency, accountability, and stakeholder responsiveness.
- Implement strong internal controls, anti-corruption mechanisms, and whistleblower protections.
- Regularly assess ESG risks and integrate them into enterprise risk management.

D. Policy Applicability and Communication

This ESG policy applies to all employees (permanent, contract, and third-party), departments, functions, and operations of Mangal Industries Limited, including its subsidiaries and joint ventures where it holds management control.

We shall:

- Communicate this policy internally and externally.
- Provide ESG awareness and training to staff.
- Share this policy with customers, vendors, and business partners.
- Make the policy available on the company website and other official platforms.

E. Reference Frameworks

This policy aligns with both Indian regulatory requirements and key global ESG frameworks, including:

- UN Sustainable Development Goals (SDGs)
- UN Guiding Principles on Business and Human Rights
- ISO 14001 and ISO 45001 Standards
- National Guidelines on Responsible Business Conduct (NGRBC)
- Universal Declaration of Human Rights
- ILO Fundamental Conventions

F. Policy Review and Approval

This ESG Policy shall be reviewed every three years or earlier as necessary based on evolving ESG risks and stakeholder expectations.

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Harshavardhana Gourineni
Director
Mangal Industries Limited