

## **Environmental, Social and Governance (ESG) Policy for Suppliers, Contactors, Consultants and Transporters**

J.K. Cement Ltd believes that responsible approach towards employees, suppliers, contactors, transporters and local communities, the Environment and Society is an essential of its Success.

J.K. Cement believes that responsible ownership and business success go hand in hand and, as such, J.K. Cement has embedded consideration of ESG factors across all the stages of business.

J.K. Cement is fundamentally committed to building long-term, sustainable businesses, which will grow, provide employment and generate economic benefit in an environmentally and socially responsible manner.

J.K. Cement aims to engage those stakeholders that take a responsible approach towards the environment, society and corporate governance.

J.K. Cement is implementing Environmental, Social and Governance (ESG) factors and your organization is our business partner, it is mandatory that you shall implement and promote the following ESG compliances with both in letter and the spirit of the law, wherever it applies and submit the acceptance before commencement of the activity at our site.

J.K. Cement is implementing due diligence as an essential activity in mergers and acquisitions (M&A) transactions.

### **Environmental**

- Ensure to take a responsible approach and recognize the potential impacts of the businesses/activities on the environment, workers, communities and society, as well as the potential impact on climate change by the business in which the J.K. Cement Ltd operates.
- Act responsibly with respect to the environment, aiming for a sustainable approach to the use of resources, energy and avoiding irresponsible disposal of waste/hazardous waste/hazardous products.
- You should be very judicial while using the sources of water and never pollute them. You should take only that much of water which you can drink and if taps are open you should close them immediately to reduce the wastage of water.
- Your vehicle should be maintained and timely serviced regularly as per the manufacturers specifications and should have valid PUC and noise level under control.
- You should have a formal environmental policy which includes a commitment to legal compliances, continuous improvement in environmental performance and ensure the clean, green and safe work environment.



## Social

- Ensure sound health and safe working practices to avoid the accident and exposure to harmful situations and substances. It includes the training of personnel for accident prevention, accident response, emergency procedures, use of PPE's, work environment inspection and standard operating procedures.
- Ensure that smoking, chewing gutka, spitting around, use of alcohol and consuming any kind of intoxicants in the factory premises is completely prohibited.
- You have to pay attention on safety of the Man, Machineries and Material.
- Ensure that the driver should be healthy, follow all road safety norms and not to use any kind of intoxicants while driving for safety of himself, person travelling with him and goods he is carrying from one place to another.
- Ensure compliance to the applicable laws.
- Ensure safety of company assets through proper system of checks, audits and inspections.
- Adoption of cost effective technologies and practices for improved productivity, profitability and sustainability.
- Ensure to always respect the human rights, no engagement of child labor and forced labor.
- You shall not use corporal, mental or physical punishment and abusive language.
- You shall not discriminate your employees.
- You will comply with the applicable laws and industry standard like working hours and minimum wages requirements formed by the Government.

## Governance

- Ensure there is no bribery or corruption in any of our dealings
- Act with integrity at all time in all our dealings.
- Ensure transparency, accountability, equality and probity in the business.
- Encourage recognition and respect for rights of owners of intellectual properties including traditional knowledge.



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