

ENVIRONMENT, SOCIAL & GOVERNANCE (ESG) POLICY

GEM Enviro Management Ltd.

ESG POLICY

Document Name	ESG Policy
Organization	GEM Enviro Management Ltd.
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Preamble

Environmental, Social, and Governance ('ESG') policy of 'GEM Enviro Management Ltd.' describes the organization's commitment to sustainability, including mitigating environmental impacts, addressing relevant social issues, and maintaining sound governance procedures.

1. Definitions

- "Organization" means "GEM Enviro Management Ltd.", hereinafter called "GEM".
- "Policy" means "Environment, Social, and Governance (ESG) Policy".
- "CEO" means "The administrative and operational head of the Organization".

2. Objective & Scope

The objective of this policy is to affirm the organization's commitment to achieving long-term sustainable outcomes through its services/products. The policy describes the overall intent and direction of the organization related to environmental, social and governance performance. It provides a framework for setting of its ESG objectives and targets. This Policy applies to all the organization's operating units including its management, employees, and supply chain partners.

3. Policy Statement

GEM is committed to achieving long-term sustainable outcomes through its services/products and better corporate governance to all its stakeholders.

4. Guiding Principles

The following principles guide the ESG approach of the organization:

- Integrate ESG considerations into the services provided by GEM.
- Implement sustainable practices and share the best practices across the value chain.
- Innovate and enhance operational efficiency to minimize the environmental impacts.
- Consideration for welfare of the local communities in which the organization operates.

5. ESG Framework

GEM shall use the following framework for delivery of quality ESG services;

i. Management of the Environmental Impact

GEM acknowledges that its operations have indirect impact on the environment. The organization is committed to waste management, protection of the environment, compliance with all relevant legal obligations, and integrating sustainability into all its operations.

ii. Commitment to Employees & Community

Sustainability is a core part of GEM's business strategy. GEM focuses on the following aspects in fulfillment of its social objectives;

- Occupational Health and Safety
- Community Engagement
- Preservation of human rights, and avoidance of any complicity in human rights abuses
- Equality and diversity among employees
- Supply chain engagement to ensuring there is no exploitation of child labour etc.

iii. Ethics & Governance

GEM internally employs clear rules to encourage responsible business behavior by its management, employees, and supply chain partners. GEM's operating procedures and culture address several issues like Health and Safety, Fraud, Corruption, Environmental Protection, etc. There are separate policies for 'Anti Bribery and Anti-Corruption', 'Grievance Redressal', 'Equal Opportunity' etc. which guide GEM's ethical, responsible and transparent business practices. GEM also has several policies guiding its board level functioning and regulatory disclosures. GEM strives to always timely fulfill all its regulatory compliances.

6. Responsibility and Administration of the Policy

The organization's CEO is overall responsibility for this Policy. The senior management, as a whole, is responsible for implementation of GEM's ESG policy. All the organization's employees are responsible for incorporating GEM's ESG policy in their business dealings. This Policy is communicated to all the employees of GEM and is also uploaded on GEM's website for all its stakeholders.

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