



Raj Petro Specialties Pvt. Ltd.

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



Let's make a difference

Environmental, social, and Governance (ESG) factors are increasingly important to businesses and investors as we move towards a sustainable future.

These factors can have a significant impact on a company's long-term financial performance, as well as its reputation and ability to attract and retain customers and employees.

Our company is committed to operating in an environmentally and socially responsible manner. We believe that ESG factors are essential to our long-term success.

We have implemented a number of initiatives to improve our ESG performance, including reducing our greenhouse gas emissions, improving our water efficiency, reducing our waste, promoting diversity and inclusion in our workforce, and supporting local communities.

We have developed a set of principles that guide our ESG efforts. These principles are to protect the environment, respect people, and practice good governance. We are committed to continuous improvement in our ESG performance and we believe that our ESG efforts can have a positive impact on the global level.

We are committed to making continuous progress in our ESG performance. We will measure our progress against our ESG goals and we will report our progress to our stakeholders. We believe that transparency and accountability are essential to our ESG efforts.

We believe that ESG is a shared responsibility. We are committed to working with our stakeholders to improve our ESG performance and to make a positive impact on the world.

Together, we can make a difference.



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Mehul Nanavati

Managing Director

Table of Contents

| S. No. | Description | Pages |
|--------|---------------------------|-------|
| 1 | Introduction | 1 |
| 2 | Environment policy | 2 |
| 3 | Social policy | 3 |
| 4 | Governance policy | 6 |

1. INTRODUCTION

At Raj Petro Specialties Pvt. Ltd., we firmly believe that responsible and sustainable business practices are crucial for both our long-term success and the betterment of society and the planet.

We understand that Environmental, Social, and Governance (ESG) issues have a significant impact on our operations, stakeholders, and the broader community.

Our ESG policy reflects our unwavering commitment to promoting sustainable business practices and being a responsible corporate citizen. We are determined to address the challenges and opportunities posed by ESG issues and create a positive social and environmental impact.

We are dedicated to minimizing our environmental impact, promoting social responsibility, and upholding ethical business practices in all aspects of our operations. Our ESG policy represents our commitment to continuously improve our performance, create value for our stakeholders, and contribute to the well-being of society and the environment.



2. ENVIRONMENT POLICY

- At Raj Petro, we recognize that our business activities have a significant **impact on the environment**, and we are committed to **minimizing that impact**.
- Our Environmental Policy reflects our commitment to conducting **business** in a sustainable and responsible manner, consistent with our values, and our **respect for the natural environment**.

OBJECTIVES

2.1. Carbon Footprint Reduction

- We will **reduce** our greenhouse gas **emissions** by minimum of **2.5% each year** in alignment with **SBTi guidelines** and achieve carbon neutrality by 2050, through the implementation of **energy-efficient practices**, increased use of renewable energy sources, and responsible carbon offsetting.
- We will **report** our carbon emissions **periodically** and monitor our progress towards our reduction target.

2.2. Waste Reduction

- We will minimize waste by reducing the amount of waste generated, and **promoting reuse**, recycling, and **responsible disposal**.
- We will monitor our waste generation and disposal practices to ensure that we meet our targets.

2.3 Resource Conservation

We will conserve natural resources and **promote sustainable resource use**, such as water and energy, through the implementation of responsible consumption practices, reducing our reliance on non-renewable resources, and using environmentally friendly products.

2.4 Regulatory Compliance

We will ensure **compliance** with all applicable environmental **laws, regulations, and standards**.



- We will regularly review our environmental management systems, practices, and procedures to ensure that we comply with all regulations and strive to exceed compliance requirements wherever possible.

2.5 Biodiversity

- We will protect and **preserve biodiversity** by minimizing our impact on natural habitats, and by implementing measures to **mitigate any negative impact** that our activities may have on local ecosystems.

In conclusion,

- We believe that **environmental responsibility** is an essential aspect of corporate citizenship.
- We will promote awareness, education, and training on environmental matters, encourage our employees and stakeholders to **adopt responsible practices** in their daily lives, and engage with our communities to promote sustainability and environmental stewardship.
- Our Environmental Policy is a fundamental aspect of our commitment to conducting business in a responsible and sustainable manner.
- We will continuously strive to improve our environmental performance, monitor our progress towards our objectives, and report regularly on our achievements.
- We will also engage with our stakeholders to promote **sustainable business practices**, environmental responsibility, and the protection of our natural environment.

3. SOCIAL POLICY

At Raj Petro, we recognize the importance of social responsibility in modern business. As a responsible corporate citizen, we are committed to contributing positively to the communities in which we operate and fostering a culture of ethical and responsible business practices. Our Social Policy reflects our dedication to promoting social well-being, equity, and sustainable development, and our commitment to corporate social responsibility.

OBJECTIVES

3.1 Safe Working Conditions

- We will provide a safe and **healthy work environment** for all employees, with “**Safety First**” as our core value.

- We will comply with all relevant **occupational health and safety laws** and regulations and implement policies and procedures to ensure the safety of our employees.

3.2 Diversity and Inclusion

- We will create a diverse and inclusive workplace where all employees are valued, respected, and provided with equal opportunities to excel.
- We will foster a culture of mutual respect, equality, and fairness and ensure that our recruitment, hiring, training, and development **practices promote diversity and inclusivity.**



3.3 Employee Well-being

- We will prioritize the physical, mental, and emotional well-being of our employees, and provide a safe and healthy workplace.
- We will offer access to **health and wellness programs**, mental health support, and flexible work arrangements to promote a healthy work-life balance and maintain a high level of job satisfaction.

3.4 Ethical Practices

- We will conserve natural resources and promote **sustainable resource use**, such as water.
- We will conduct our business in an ethical, transparent, and accountable manner and promote responsible practices throughout our supply chain.
- We will uphold high **ethical standards** in our dealings with suppliers, customers, and stakeholders and ensure compliance with all relevant laws and regulations.

3.5 Individual Development

- We will provide opportunities for professional development, training, and career advancement to all employees.

- We will create a **supportive environment** that encourages skill-building, leadership development, and career growth for all employees.

3.6 Community Engagement

- We will **engage with our local communities** and promote social well-being through philanthropic activities, volunteering, and community outreach initiatives.
- We will collaborate with local organizations and stakeholders to identify and address social issues, contribute to the development and growth of our local & larger communities, and promote sustainable development.

We plan to adopt the following practices to ensure achieve our social objectives

1. **Employee Well-being and Safe Working Conditions:** *We will prioritize the health and well-being of our employees, provide a safe and healthy workplace, and offer access to health and wellness programs. We will implement policies and practices that support work-life balance, stress management, mental health, and ensure safe working conditions.*
2. **Diversity and Inclusion:** *We will establish a workplace culture that values diversity and inclusivity, promotes open communication, and fosters mutual respect. We will provide equal opportunities for all employees and prioritize the recruitment, retention, and development of a diverse workforce.*
3. **Ethical Practices:** *We will conduct our business with integrity and transparency, adhere to ethical standards in all our dealings, and monitor our supply chain to promote responsible practices. We will implement policies and procedures that support ethical behavior and compliance with all relevant laws and regulations.*
4. **Opportunities for individual development:** *We will provide our employees with opportunities for career development and growth, support their professional aspirations, and offer training, mentorship, and learning opportunities. We will establish career paths and development plans for our employees, based on their aspirations, skills, and performance.*
5. **Community Engagement:** *We will engage with our local communities, support social well-being through philanthropic activities, volunteering, and community outreach initiatives, and promote sustainable development. We will collaborate with local organizations and stakeholders to identify and address social issues and support the development and growth of our communities.*

CONCLUSION

At Raj Petro,

- We view social responsibility as an integral part of our corporate citizenship.
- We will promote awareness, education, and training on social matters, encourage our employees and stakeholders to adopt responsible practices in their daily lives, and engage with our communities to promote social well-being and equity.

- We will report regularly on our social performance, monitor progress towards our objectives, and continuously strive to improve our social impact.
- Our Social Policy reflects our commitment to corporate social responsibility and our dedication to promoting social well-being, equity, and sustainable development.
- We will continuously strive to improve our social performance, monitor our progress towards our objectives, and report regularly on our achievements.
- We will also engage with our stakeholders to promote responsible business practices, social responsibility, and the well-being of our communities.

4. GOVERNANCE POLICY

Raj Petro is committed to maintaining a high standard of corporate governance. We believe that good governance is essential for the long-term success of our company, and for building trust and confidence with our stakeholders. Our governance policy sets out the principles and practices that guide our decision-making, and ensure that we operate with integrity, accountability, and transparency.

OBJECTIVES

4.1 Code of Ethics and Conduct

- We will regularly reinforce our **Code of Ethics** and Conduct that outlines the expectations for ethical behavior and compliance with all applicable laws and regulations.
- We will ensure that our employees, contractors, and suppliers are aware of and adhere to our Code of Ethics and Conduct and establish effective mechanisms for reporting and addressing any breaches.

4.2 Risk Management

- We will identify and **manage our risks** in a proactive and effective manner.
- We will ensure that we have **appropriate risk management policies** and procedures in place, and that our employees are trained to manage risk effectively.

4.3 Anti-Corruption

- We will have policies and procedures in place to **prevent and detect corruption** and will take appropriate action if any is identified.

- We will **not tolerate any form of corruption or bribery**, whether it is committed by our employees, agents, or business partners.

4.4 Anti-Competitive Practices

- We will **compete fairly and ethically** in all markets in which we operate.
- We will **not engage in any anti-competitive practices**, such as price fixing, market sharing, or bid rigging.

4.5 Disclosure and Transparency

- We will be **transparent in our reporting** and will provide our stakeholders with timely and accurate information about our business activities, financial performance, and risks.

4.6 Sustainable Procurement

- Integrate sustainability into our procurement practices by prioritizing the sourcing of goods and services from suppliers who meet our environmental, social, and governance criteria.
- We will ensure that our procurement decisions are based on an assessment of the environmental and social impacts of our supply chain, and will promote transparency and accountability in our supplier relationships.

We will adopt the following practices to ensure achieve our governance objectives

1. ***Code of Ethics and Conduct:***

We will establish a Code of Ethics and Conduct that outlines our expectations for ethical behavior and compliance with applicable laws and regulations. We will ensure that our employees, contractors, and suppliers are aware of and adhere to our Code of Ethics and Conduct, and establish effective mechanisms for reporting and addressing any breaches.



2. ***Anti-Corruption:*** *We will have a zero-tolerance policy towards corruption, and will implement appropriate controls to prevent and detect corrupt activities. We will*

provide training and education to our employees on anti-corruption measures, and will ensure that they understand their obligations under our policy.

3. ***Anti-Competitive Practices:*** *We will comply with all relevant competition laws and regulations, and will not engage in anti-competitive practices. We will provide training and education*
4. ***Disclosure and Transparency:*** *We will be transparent in our reporting, and will provide our stakeholders with timely and accurate information about our business activities, financial performance, and risks. We will have appropriate policies and procedures in place to ensure that our reporting is accurate and consistent.*
5. ***Sustainable Procurement:*** *We plan to set up a screening procedure for existing and new vendors based on environment and social criteria. Evaluation of the vendors will be performed through physical and document audits to ensure they meet the criteria set by Raj Petro. Areas of improvement shall be shared for vendors to improve their sustainable performance.*

CONCLUSION

At Raj Petro, we view governance as a critical component of our success and sustainability. We will promote awareness, education, and training on governance matters, and encourage our employees and stakeholders to adopt responsible practices. We will ensure that our governance practices are reviewed regularly, and that they are aligned with best practices and standards.



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