



## PI Industries Limited

**Effective:** 31st March 2017  
**Supersedes:** Sustainability Policy dated 13.02.2013  
**Sustainability Policy**

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Date **31 March 2017**  
Approved By

Name **MANJIV SINGH**

Signature

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## **1. Introduction**

Our Company's corporate philosophy as embedded in us by our Founder requires that our business activities and objectives must be served on the tenets of good corporate citizenship. We serve the needs of our business based on transparency, integrity, sustainability, innovation and on our commitment to our stake holders and society. This entails our commitment to the principles of sound corporate governance and setting of highest standards of ethical performance for ourselves.

We recognise that the concept of good corporate citizenship is an evolving one, and we accordingly evolve our business practices to keep pace with the changing requirements: yet it is equally true that the basic tenets of good corporate citizenship do not change.

## **2. Scope of application**

This policy is applicable to:-

- All individuals working for PI, including directors, senior executives, employees (whether permanent, fixed-term or temporary).
- Consultants, contractors, trainees, casual workers, interns, agents, or any other person associated with PI including its subsidiary companies (hereinafter referred to as "Third Parties").

## **3. Policy Statement**

The policy statement has been developed to articulate clear guidelines pertaining to our obligations and expectations:-

- We are an ethical company dedicated to ensuring that we use only those resources required to achieve our legitimate business objectives, while doing what we can to conserve existing natural resources such as to ensure that there will be sufficient resources for future generations, while also contributing to our communities and the communities in which we and our suppliers and customers live.
- We shall conduct our business responsibly, with integrity and with respect for the interest of all our stakeholders who are directly or indirectly related to our operations.
- We shall uphold the values of trust, honesty and just dealings in our relationship with all stakeholders.

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- While pursuing our business objectives, we shall always endeavour to strike the right balance amongst economic progress, environmental protection and social responsibilities.
- We shall adopt a culture that demonstrates prohibition on corruption, fraud and bribery in our dealings
- We shall adopt principles of Responsible Care and encourage and support our partners to embrace these principles.
- We shall create conducive environment for the employees and community in and around our business operations for improvement in quality of life through enhanced economic, educational and healthcare opportunities.
- We shall continually improve and enhance our capabilities through innovative approach to deploy sustainable technology solutions and efficient use of scarce and natural resources.
- We shall set voluntary targets in terms of energy reduction, specific water intake reduction, waste generation, etc and measurement of performance against the set targets.
- We shall always comply with, and exceed, where practicable, all applicable legislation, regulations and codes of practice.

#### **4. Our Commitment**

The company stands committed to its responsibility towards society and our goal is to ensure that our economic growth is socially and environmentally sustainable. Our business efforts would be towards inclusive development and we aim that the “people grow with us and we grow with people”. We attract, nurture and help people grow.

##### **I. Environment Sustainability**

###### **a) Environment and Regulatory Compliance**

Environmental best practices have been deeply integrated into PI's operations on the basis of which, the Company strives to maximize the efficiencies of natural resource usage across its businesses. We are committed to provide total environmental safety and industrial hygiene measures, excellent housekeeping, congenial working environment and regulatory compliance.

PI endeavours to create a positive environmental footprint by mapping its challenges on the basis of existing as well as the evolving scenario and has strategized its response as follows:

- Facilitating full compliance with regulatory approvals backed with strong environment management.

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- Investment in processes to minimize material wastes, toxic and odorous gas emissions and nuisance caused by excessive levels of unpleasant noise
- Accomplishing best possible recycling and recovery of by-products and solvents.
- Reducing specific energy consumption and increasing PI's renewable energy share.
- Emphasizing on institution building and participative management of water resources by farmers so as to conserve and manage water efficiently.
- Initiatives for the revival and nurture of native biodiversity including soothing landscaping and greenery.

**b) Health & Safety Compliance**

PI Industries Limited is committed:

- To adopt sound manufacturing practices to minimize pollutants, occupational health and safety risks
- To continuously work for cost effective technological improvements to minimize risks to human beings, property and reduce adverse environmental impact
- To continually improve health, safety and environmental performance
- To inculcate safety culture in its people and processes on a continuous basis
- To provide extensive training to farmers on safe & judicious handling and use of pesticides

**II. Social Responsibility and Community Development**

Our continuous and active participation in various social upliftment and rural development programmes are targeted to.

- Increase agricultural productivity, and enable national food security
- Raise the income of the farmers
- Conserve and manage water efficiently for irrigational purposes
- Capacity building, farm extension services, and empowerment of farmers.
- Provide support, including financial assistance to various NGOs and Voluntary Organisations to aid community development programmes
- Support and provide resources for activities that promote sports, art, culture, education, and health.

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- Take up projects and support vocational and skills development for youth to enable their employability.

### **III. Product Life-Cycle Sustainability and Responsible Sourcing**

PI endeavours to embed the principles of sustainability, as far as practicable, into the various stages of product or service life-cycle including procurement of raw material / service, manufacturing of product or delivery of service, transportation of raw materials and finished goods. It is committed to:-

- To work towards ensuring that all goods and services are procured, manufactured and delivered through a system embedding its policies in terms of labour practices, human rights, ethics, occupational health, safety and environment
- To work towards sourcing significant raw materials, products and services in a manner so as to continuously improve the balance between social, economic and environmental impacts ;
- To work towards safe and optimal resource use over the life-cycle of its products and services, including recycling of resources wherever possible.
- To work towards building capacity such that all the value chain partners, namely the third party manufacturers , service providers including transporters and suppliers of significant raw materials, are sensitised and empowered to fulfil their roles and responsibilities towards sustainability
- To raise the awareness of consumers on responsible disposal of products and packaging
- To guide supply chain members towards becoming more sustainable.

### **IV. Stakeholder Engagement**

#### **a) Disadvantaged, Vulnerable and Marginalised Stakeholders**

PI is committed to acknowledge, assume responsibility and be transparent about the impact of its policies, decisions, products and services and associated operations on the stakeholders specially those who are disadvantaged, vulnerable and marginalised. It is PI's policy to:-

- Engage and Identify stakeholders in a consistent manner.
- Understand the concerns of those stakeholders who are disadvantaged, vulnerable and marginalised.
- Work towards addressing the concerns of disadvantaged, vulnerable and marginalised stakeholders.



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**b) Child Labour and Forced Labour**

PI is committed:-

- To ensure that no person below the age of eighteen years is employed in the workplace
- To prohibit the use of forced or compulsory labour at all its Units ;
- To ensure that no employee is made to work against his / her will or to work as bonded/forced labour, or subjected to corporal punishment or coercion of any kind, related to work ;
- To refrain from engaging with vendors and suppliers who resort to using child labour and forced labour in their operations.

**c) Human Rights**

The policies and principles of PI support respect and protect the human rights of employees and other related individuals. It shall be the policy of the Company to:-

- To play a positive role in creating awareness regarding human rights amongst its key stakeholders.
- To ensure that the PI's business partners establish a human rights compliant business environment at their workplace.
- To ensure that PI's vendors and suppliers establish processes for mapping/monitoring progress on human rights performance.
- Discourage human rights abuses and encourages establishment of a formal grievance redressal mechanism for the impacted stakeholders.

**V. Policy Advocacy**

PI believes that it is necessary to represent to and engage with authorities on matters concerning the various sectors in which it operates. PI's engagement with the relevant authorities is guided by the values of commitment, integrity, transparency and the need to balance interests of diverse stakeholders. It is PI's policy:-

- To ensure that its advocacy position is consistent with its values and philosophy ;
- To work with industry organisations that are engaged in policy advocacy ;
- To ensure that policy advocacy is conducted ethically.

***It is the responsibility of all functional heads to ensure the implementation of this policy and the employees in their teams to follow the guidelines laid with respect to the same.***