



SUSTAINABILITY POLICY OF SFO TECHNOLOGIES PRIVATE LIMITED

Scope

The sustainability policy (the policy) of SFO Technologies Private Limited (SFO) indicates the philosophy of the company wherein the development of the company comprises environmental protection, social justice and equity and overall economic development.

Purpose

This policy stipulates various parameters in which business should be conducted between SFO and its customers and/or suppliers. SFO believes that this policy is a concept on which it aspires to build and thereby continue to increase the value for all stakeholders for generations to come, through intensive focus on conservation of energy, technology absorption, along with health, safety and environment protection and to continuously attempt to ensure absolute value creation for the society in line with its business activities.

In this respect, SFO focuses, but not limited to the following key aspects and recommends every employee, customers, suppliers and others concerned, to adopt the same so as to ensure excellence in environmental and social performance.

(i) Compliance with laws

Compliance of statutes, rules and regulations, standards set by various regulators and bodies are ensured in all acts and deed of the company and its employees.

(ii) Anti corruption

Compliance with all applicable anti-bribery laws is ensured. These laws prohibit offering, giving or receiving anything of value to or from any person, organization, government or official, for the purpose of obtaining or retaining an advantage in business. Employees will, to the extent their duties require them to have knowledge of anti-bribery and corruption laws, ensure that they are familiar and comply with these laws.

(iii) Labour standards

SFO ensures and encourage the elimination of all forms of forced, compulsory labour and effective abolition of child labour. The discrimination in respect of employment, occupation in no way is entertained. The Hiring of employees is undertaken without any sort of discrimination and the company ensures a healthy and safe environment to its employees.

(iv) Equitable business practices

SFO continuously practices and encourages its customers, suppliers and others, not to divulge themselves in unfair means but to create candid business practices, healthy competition and fair trade practices.

(v) Corporate Social Responsibility (CSR)

As a corporate citizen, SFO is duty bound to the society wherein it operate and serve. SFO always attempts and acknowledges the need of clubbing various CSR activities into the business model of the company.

(vi) Environment

SFO promotes greater environmental responsibility and encourage the development and dissemination of environment friendly technologies. SFO, in the process of various steps of manufacturing is committed to achieving excellence in environmental performance and towards this objective, the following parameters are observed:

- a) To adopt appropriate operational practices and suitable technologies to monitor, control and minimize the impact of its activities on environment
- b) To continually improve environmental performance by setting objectives and targets to prevent or reduce pollution and waste and minimize the use of resources
- c) To comply with all the relevant legislative and regulatory environmental requirements
- d) To develop and maintain a highly motivated work force trained for effective management of environment and emergency situations
- e) To evaluate and modify environmental management practices keeping in view regulatory requirements, community concerns and technology advancements
- f) To adopt continuous measures to reduce the environmental impacts, if any occurring in the course of business activities