

# **Kirloskar Industries Limited**

## **Environmental, Social & Governance (ESG) Policy**

### **Introduction:**

The ESG Policy (“Policy”) establishes the basic guidelines for the effective integration of ESG into the Company’s business model and strategy to create long-term value for all stakeholders and the Company itself. The Policy sets the intentions and direction of Kirloskar Industries Limited (“KIL”/ “Company”) related to environmental, social and governance aspects.

### **Scope:**

This Policy is designed to ensure a unified and common approach across KIL and shall be applicable to all employees of KIL and across its value chain.

### **Policy Guidelines:**

KIL is guided by its ESG vision to incorporate the best environmental and social considerations in all business operations while ensuring good governance practices in line with the following:

1. Minimize the impact on the environment, climate, and natural resources by adopting sustainable business operations.
2. Comply with all applicable legal requirements and environmental regulations.
3. Take measures to check and minimize pollution and emissions of the products produced by the company/ across the value chain.
4. Implement measures for effective water management in our operations through reduce, reuse, and recycle measures.
5. Assess and implement measures for energy management through the integration of energy-efficient technologies, energy-saving initiatives, and promotion of renewable energy in our operations
6. Make best efforts to promote a circular economy by reutilization of resources and thereby reduce waste generation at source.
7. Plan operations with minimum impact on biodiversity.
8. Provide fair and equal opportunity to all employees irrespective of gender, race, caste, color, age, physical disability and socio-economic status of the candidate.
9. Create a safe and healthy work environment for all employees with zero tolerance for discrimination, harassment in any form, bullying, or violence.
10. Take necessary steps to prevent any occupation risk and promote the physical and mental well-being of employees.
11. Conduct regular training and development programs for employees for their professionalism and skill development to improve participation and teamwork.

12. Undertake social responsibility to promote social welfare in line with the CSR policy of the Company.
13. Follow the best corporate governance practices by maintaining transparency in the business, meeting required tax obligations, if any, and proper management of financial and non-financial risk.
14. Act professionally and fair by maintaining high standards of ethics and integrity in the entire business.
15. Engage regularly in bidirectional communication with the stakeholders to understand their expectations and adapt strategy to provide long-term sustainable value to them.

**Policy Review:**

This Policy may be amended or modified from time to time in case of any subsequent changes to the provisions of applicable Regulations or when deemed necessary to strengthen our approach and commitment to environmental, social, and governance issues.

**For Kirloskar Industries Limited**

Mahesh Chhabria  
Managing Director  
Date: 8 May 2023  
Place: Pune