

**Re Sustainability Limited**  
**(Formerly Known as RAMKY ENVIRO ENGINEERS LIMITED)**  
**ENVIRONMENT, SOCIAL & GOVERNANCE CHARTER**

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**1. OBJECTIVE**

The objective of Environment, Social and Governance (ESG) charter is to:

- a) Assist the Board of Directors in upholding the company's commitment to environment conservation and sustainability including climate change, health & safety of its employees and the communities where it operates; corporate governance, reputation and diversity
- b) Ensure formulation and deployment of relevant process and protocols, undertake preventive action and periodic assessments to manage any risks to the environment, society and health & safety, governance arising from work activities.

**2. SCOPE**

ESG (where, E stands for Environment, S for Social, and G for Governance) covers various criteria, wherein the 'Environmental' criteria considers how RESL Group performs as a steward of nature; the 'Social criteria' captures how RESL manages its relationships with employees, suppliers, customers, vendors and the communities where its units operate; and the 'Governance criteria' covers company's leadership, decision making, risk management, audits, internal controls, and shareholder rights.

**3. ESG PILLARS**

ESG, as stated above, has 3 pillars – Environmental, Social and Governance. Each of these pillars comprises of several factors which would be a 'parameter' in ESG analysis.

- a) "environmental" pillar focusses on creating a sustainable environment, where parameters such as impact of a company's activities on the climate, company's commitments towards the environment, creating sustainable and eco-friendly processes and procedures are checked and measured;
- b) "social" aspect focusses on creating value for the society, by laying emphasis on the human rights issues, workplace health and safety, labour training and management, interaction with communities and customer relationship;
- c) "governance" aspect covers issues on the corporate governance of a company and factors that influence how a company makes decisions, how its board of directors is established and functions, how it relates to shareholders, how it manages risk

Consistent with the scope of ESG Charter, RESL will be committed to:

- a) incorporate ESG issues into investment analysis and decision-making processes;
- b) incorporate ESG issues into the Company's policies and practices;
- c) seek appropriate disclosure on ESG issues by the entities in which the Company invests;
- d) promote acceptance, implementation and achievement of ESG goals;
- e) report on progress towards implementing its ESG program.

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**4. APPROACH & FOCUS AREAS**

- a) As a testament to the Company's commitment to the environment, the Company has an Environmental Policy, which serves as a framework to understand and manage environmental risks, impacts and opportunities on the group;
- b) To further strengthen focus on ESG, an ESG Committee shall be constituted which will be chaired by a Board Member. The ESG Committee will include senior Company executives, taking into account their expertise in relevant disciplines, including environmental, health and safety, operations, legal and corporate governance. The Committee will designate an executive as Corporate Sustainability Coordinator to oversee day-to-day ESG matters and associated issues;
- c) The initial Committee membership shall be formally proposed and ratified ahead of the first quarterly meeting of the Committee (Q1, FY 2021-22);
- d) The ESG Committee will include the following sub-domains in its focused discussions and deliberations:
  - a. Environment Sub-Domain: Sets targets and identifies opportunities for improvement in areas of emissions, energy, water and waste.
  - b. Social Sub-Domain: Focuses on work place policies, human rights issues, labour training and management, interaction with communities and customer relationship and ensures alignment of CSR initiatives with ESG priorities and commitments.
  - c. Governance Sub-Domain: Focuses on Code of Business Conduct & Ethics, Diversity, Stakeholder Engagement, Risk Management, and Compliance to applicable laws, Corporate and ESG-related policies, guidelines and other requirements
  - d. Health and Safety Domain: Focuses on promoting a safe and conducive work environment for its employees; promotes implementation of standards and practices to ensure safety of its employees, vendors and equipment at workplace.
- e) From time to time, the Committee will seeks inputs and feedback from RESL businesses and functions like Administration, Operations, Projects, Plants, CSR and IT on relevant matters, including ESG related risks and impacts for the Group;
- f) The Committee shall meet on a quarterly basis to review progress. The Committee will also evaluate how it has discharged its responsibilities and the overall performance of the Committee on an annual basis. The Committee shall report the results of its evaluation to the Board. The Committee will also work towards improving the Company's ESG disclosures in order to effectively demonstrate RESL's ESG commitments to its stakeholders;
- g) The ESG Committee will report to the Board.

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## 5. PROCEDURES & STRATEGIES

- a) Each business will analyse and select relevant ESG focus areas, goals and performance criteria;
- b) The focus areas, goals and performance criteria will be reviewed and approved by ESG Committee;
- c) Corporate Sustainability Coordinator, in consultation with the Business Heads, will identify business level ESG supervisors, based on the relevant business focus areas/ goals and expertise/ knowledge/ experience;
- d) The supervisors shall be responsible for mapping the results of the criteria laid down by the relevant businesses;
- e) The ESG Committee shall undertake the task of framing strategies to review/ mitigate any ESG risks arising out of the inputs provided by the Sustainability Coordinator/ supervisors;
- f) ESG Committee will meet quarterly; routine progress updates and any special/ emergent issues will be discussed and minutes of meeting will be maintained.

## 6. ESG Goals

The ESG program will initially focus on the following preliminary focus areas and goals; these will be reviewed and updated from time to time, starting with the first quarterly meeting of the Committee (Q1, FY 2021-22).

### **Environment**

- Initiate a program to ensure 100% compliance to relevant Standards.
- Initiate a program to ensure no material environmental impact via best in class operations including advanced leachate management.
- Initiate a program to ensure that air emissions are maintained within standards to preclude any public health exposure.
- Progress towards ensuring presence of a vibrant green belt in all site locations.
- Introduce EVs in the waste collection fleet by 2021.
- Initiate roof top solar energy generation at various site locations starting 2021
- Aim to reduce fossil fuel consumption intensity by ~5% year over year.
- Establish as ESG and sustainability performance baseline for the Company with FY2020-21 as a base year, with an aim to publish an Annual Sustainability Report for FY2021-22.
- Aim to achieve net negative carbon footprint on or before 2024.
- Aim to achieve net positive water status by 2024.

### **Social**

- Ensure alignment of CSR initiatives with ESG priorities and commitments.
- Implement environmental initiatives to positively impact the habitat surrounding the RESL sites at various locations, including:
  - Promote women empowerment by vocational skill development initiatives;
  - Support community afforestation and plantation initiatives;
  - Conduct medical camps within the local communities;
  - Assist with sustainable sources of potable water supply in water scarce regions;

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- Implement capability building programs on responsible waste management, segregation at source and recycling in association with educational institutions and Self Help Groups that work with vulnerable sections of the society.

**Health and Safety**

- Initiate a program to achieve and maintain a Zero Fatality record.
- Implement a comprehensive Safety Dashboard and incorporate the same in all key management reviews.
- Implement a program for training/ certification of all site safety SPOCs as per OHSAS or NEBOSH curriculum.
- Implement a group-wide BBS/ Safety Culture program.
- Aim for best-in-class safety performance in at least 50% of operating sites under each vertical by FY2022-23.

**Governance**

- Ensure oversight of the Board and executive management to attend to the interests of the company's various stakeholders.
- Ensure the Board has a good understanding of the mandatory or voluntary ESG-related aspects applicable to the Company, through regular communication and updates.
- Ensure that the management has adequate focus on all the material ESG aspects, in line with this Charter.
- Ensure that the management has plans to enhance diversity and seeks to promote it within the Business.
- Ensure systems are in place to monitor compliance to the applicable laws and ethical conduct of business.
- Adopt a systematic approach to identify, assess and respond to ESG-related risks in Business Operations.

Basis the above preliminary goals and focus areas, a three-year ESG roadmap for the Company will be developed and tabled for review during the first quarterly meeting of the Committee (Q1, FY 2021-22).

**7. IMPLEMENTATION & MONITORING**

**Implementation**

- The respective Business Heads will be responsible for setting annual business level ESG KPIs and implementing the ESG programs for their respective SBUs.
- The Sustainability Coordinator will be responsible for overall implementation of the ESG program and monitoring of compliance to the Charter objectives at the Group level.
- The Sustainability Coordinator may work with cross-functional teams at the Group level such as Quality, Learning & Development, Projects and Audit to ensure formulation of relevant processes and protocols for the implementation of the ESG program.

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- Relevant elements of the ESG goals will be included within annual KRAs of the management team and the same shall also be included in the Operational Excellence Incentive Program of the Company.

**Monitoring**

- Compliance to the ESG Norms will be monitored on an on-going basis by the ESG Supervisors and reviewed by the Business Heads.
- The Sustainability Coordinator will conduct quarterly reviews to ensure compliance to the ESG Charter and program and provide an update to the ESG Committee.
- The ESG Committee will review progress on a quarterly basis and provide interim updates to the Board of Directors, as necessary.
- The ESG Committee will review and approve an annual report, which will also be presented to the Board of Directors.