

 Sigachi Industries Ltd. <small>Experience Excellence.</small>	Title	Environmental, Social, and Governance (ESG) Policy		
	Format No.	SC/ESGP/03	Effective Date	04.04.2025

Sigachi Industries Limited is committed to conducting its business in a responsible and sustainable manner. This Environmental, Social, and Governance (ESG) Policy, reflects our core values and outlines how ESG principles are embedded into our business strategy, decision-making, and day-to-day operations, including manufacturing units, offices, employees, contractors, and relevant supply chain partners.

The Board of Directors oversees ESG matters and periodically reviews progress, while VP - ESG & DEI leads implementation with support from cross-functional teams. An internal ESG division monitors performance and integrates ESG priorities into annual planning and risk management based on material environmental, social, and governance assessments.

Our ESG commitments are supported by measurable targets and goals defined in Sigachi's ESG Strategy, with progress reviewed annually against the established baseline responsibilities for:

Environment (E): Sigachi is committed to minimizing its environmental impact by improving energy efficiency, exploring renewable energy, strengthening waste management through reduction, reuse, and recycling, and enhancing water conservation and reuse. We also focus on managing and reducing emissions and other environmental impacts from manufacturing while supporting green initiatives and sustainable practices aligned with India's environmental priorities.

Social (S): We are committed to a safe, inclusive, and supportive environment by fostering diversity, equity, and inclusion; especially for women and People with Disabilities (PwDs) - ensuring strong health and safety systems, promoting employee well-being, development, and continuous ESG awareness and training. We also enhance community development through CSR programs in education, healthcare, livelihoods, and environmental protection, uphold human rights and fair labor practices across our operations and supply chains, and build a culture of sustainability with accountability at all levels.

Governance (G): Sigachi is committed to the highest standards of governance and ethics through strong corporate governance with clear ESG oversight, strict adherence to ethical business practices and anti-corruption standards, transparent and accurate reporting aligned with regulations and stakeholder expectations, and robust data protection, cybersecurity, and privacy systems. We also engage stakeholders responsibly on ESG matters and promote responsible sourcing, expecting our suppliers and partners to uphold similar environmental, social, and ethical standards.

We are committed to complying with all applicable ESG laws and aligning with recognized international standards such as GRI and BRSR to strengthen ESG performance, ensure transparent, comparable reporting, and build stakeholder trust. Progress is reviewed annually through internal governance and reported via established channels in line with regulations, stakeholder expectations, and industry practices. We also actively engage key stakeholders - including employees, investors, customers, suppliers, and communities - to understand their expectations, foster trust, and communicate our ongoing efforts and performance in advancing responsible, sustainable business practices. Sigachi monitors ESG performance against defined targets, aligns disclosures with recognized frameworks such as GRI and BRSR, and reviews this Policy regularly through internal governance mechanisms.


AMIT RAJ SINHA
(MD & CEO)