



REFEX GROUP SUSTAINABILITY (ESG) POLICY

Reflex Group's* thrust is optimal sustainable development through a value-creation model covering financial, environmental, social and governance performance excellence. We advocate this through our operations, products, practices and services and are committed to meeting and exceeding our set sustainable development goals. We work to thrive through continual improvement beating our own milestones and prospering along with our stakeholders, the society and the environment at large where we exist and operate. This will be achieved through;

- Ensure compliance with all applicable environmental, health and safety, financial, human rights and governance practices, regulations and legislation.
- Adhere to a high standard of corporate governance with robust financial and non-financial reporting and controls, transparency, and accountability to all stakeholders.
- Uphold a high standard of business ethics and personal conduct by employees including key managerial positions and to strictly follow the Group's Code of Conduct.
- Ensure significant reduction of our environmental footprint through pollution control, GHG emission reduction, energy and resource conservation including water resources, and ecosystem restoration.
- Due consideration for the selection and promotion of eco-friendly and non-hazardous materials, products and services considering the life cycle approach and compliance to EHS and human rights practices in Reflex group entire supply chain process.
- Work in partnership with local communities for their holistic development to create social, environmental, and economic value.
- Protect human rights wherever we operate and conduct business in an ethical and responsible manner.

Date: 31 Oct 2022

A handwritten signature in blue ink, appearing to read "A.J.", positioned above the printed name of the Managing Director.

**Managing Director
(Anil Jain)**

**Reflex Group of Companies which shall mean and include its holding company, subsidiaries, affiliates, and associate companies.*