

ESG Policy

At Syrma SGS, sustainability is at the core of our business strategy, and we commit to positively contribute to global Environmental, Social challenges by being proactive and solution oriented, engaging with stakeholders - customers, suppliers, employees, community at large and seamless integration of ESG (Environmental, Social & Governance) programmes in our operations, leading to sustainable living and long-term growth.

This policy document covers the following topics:

1. Purpose
2. Introduction
3. Philosophy and beliefs
4. Roles and responsibilities
5. ESG integration
6. Reporting, Targets and disclosures
7. Exclusions
8. Collaboration
9. Review

1. Purpose

The purpose of this policy is to describe Syrma SGS approach to incorporate Environmental, Social and Governance ('ESG') programmes, including climate change related risks, into its business. It also sets out expectations for various stake holders of Syrma SGS to consider ESG-related risks and opportunities while working with Syrma SGS

2. Introduction

ESG programmes are defined as any environmental, social or governance programmes that have the potential to materially impact the long-term sustainability of Syrma SGS operations.

- ESG programmes will cover all its stakeholders including customers, suppliers, employees, community at large
- ESG programmes can arise directly from its own operations, or in relation to the industry or regulatory requirements in which the company operates.
- Inadequate consideration of ESG issues can lead to business risks and syrma SGS is aware and adequately covered for risks thru various governing mechanisms

3. Philosophy and beliefs

At Syrma SGS, sustainability is at the core of Business strategy and the same is achieved through integration of ESG (Environmental, Social & Governance) programmes across all the business functions.

Three pillars of sustainability - Environment (E), Social (S), Governance (G) @ Syrma SGS,



Environment Pillar

@ Syrma SGS, Environmental management is considered as the first step toward sustainability and accordingly the environmental management system is reviewed and updated at regular intervals. Employees must incorporate the EMS contents into their daily operations. Our environmental management efforts include,

- ✓ Comply with environmental protection laws and related rules
- ✓ Continuous improvements to environmental management practices
- ✓ Actively classify, recycle, and reuse waste
- ✓ Resource conservation measures
- ✓ Green House Gas Emission reduction



Social pillar

Our vision is to build an organization around entrepreneurial freedom and unleash the potential of our people to innovate and define the future of ESDM. We'll inspire and lead by being the catalyst for economic and social upliftment through enterprise.



People are the cornerstone of Syrma SGS sustainable development and this is clearly visible from our vision. we strive to create the most satisfying, rewarding and assuring workplace and the policies are in line with this principle. There is strong focus on Diversity @ Syrma SGS and our women employees contributes to more than 60 % of total workforce. We also conduct various

training programmes and encourage growth from inside.

Workplace safety and health of employees has always been very important for Syrma SGS. A workplace with a healthy, happy, and safe work culture is what we ensure for our employees.



Governance pillar

Syrma SGS regards corporate social responsibility as an integral part of sustainable operation. We are a public Limited company listed for trading on the NSE (National stock Exchange) & BSE (Mumbai Stock Exchange).

The company operations are monitored by Executive Board which constitutes experts from various functions on regular basis under the leadership of Chairman.

Syrma SGS has established its board of directors pursuant to the “Company Act” and other relevant regulations and governance principles.

Compliance to various govt policies, rules, regulations is utmost priority @ Syrma SGS and the same is ensured by Company secretary & Compliance officer by strictly adhering to corporate governance policies and practices.

Board, Exe management of Syrma SGS is committed to sustainable development policies and goals and support operations fully to achieve the same.

4. Roles and responsibilities

To effectively manage ESG matters, the following is the structure:

- **Board** –Responsible for Syrma SGS overall ESG governance, compliance and performance, which includes setting the overall approach and direction for managing ESG risks and opportunities. This includes approving changes to this policy as well as any ESG related objectives.
- **ESG Committee** – Responsible for reviewing and providing input into the update of this policy, objectives. This includes oversight of ESG integration across the business functions.
- **Chief Sustainability Officer** – Responsible for overseeing the implementation and monitoring of the ESG programmes and reporting to the Board and ESG Sub Committee on material ESG issues that may impact business.
- **Compliance Officer** – Responsible for submitting necessary disclosures as stipulated by regulatory authorities
- **ESG Task Force** – supports the implementation of this policy through integration of ESG programmes into business operations.

5. ESG integration

Syrma SGS integrates ESG programmes during the following stages of the business

- Product Design, engineering
- Sourcing / Supply chain
- Manufacturing
- Product sales/shipping
- Capital Investment and New facilities design

6. Reporting and disclosure

Syrma SGS follows transparent reporting mechanism and had taken steps to digitalise the ESG data by introducing ESG tool. This tool supports tracking various metrics such as GHG emissions, Energy, water, waste, social metrics such as Diversity, Training, safety etc.. Also, it provides information on general ESG topics for awareness.

While Syрма SGS aim to achieve Net Zero on long term, our short/Medium term ESG targets are as follows,

ESG Targets	Linked to SDG
Reduce GHG emissions intensity by 25% (5% yoy) in the next 5 years by FY28	13
Increase energy consumption from renewable sources to 50% (10% yoy) by FY 28	7
Baselining of Scope 3 emissions by FY 24	13
Maintan diversity ratio (women employment) of > 50%	5,10
Increase sustainable sourcing to 50% by FY28 (10% yoy)	17
Conduct regular ESG training to cover 80 % of entire work force	12
Sign up for SBTi goal in the next 24 months, by FY 25	12,17
Conduct product life cycle assessment for top 2 products by FY24	9,12

Syrma SGS recognises the importance of considering, managing and disclosing material risks, including ESG and climate-related risks that may affect its business and committed to disclose meaningful and useful ESG-related information to its stakeholders and regulatory authorities.

7. Exclusions

The following specific exclusions apply for this policy:

- Product EOL (end of life) disposal

8. Collaboration

Syrma SGS recognises the benefit of collaboration with all stake holders and may seek opportunities to participate in broader industry forums with the aim of promoting best practice, sharing knowledge, and increasing awareness of ESG and climate change that applies to our Industry.

9. Review

This policy will be reviewed annually or as and when needed.

