



Himadri Speciality Chemical Ltd

Biodiversity Policy

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Purpose

At Himadri biodiversity conservation is integral to our environmental stewardship and sustainability objectives. While our operations do not contribute directly to deforestation or significant ecological disruptions, we are committed to safeguarding biodiversity as part of our broader responsibility to protect nature and promote ecosystem health.

Our approach aligns with the United Nations Global Compact (UNGC) principles and supports the United Nations Sustainable Development Goals (SDGs), particularly SDG 14 (*Life Below Water*), SDG 15 (*Life on Land*), and SDG 12 (*Responsible Consumption and Production*). Through collaboration with employees, contractors, suppliers, and communities, we integrate responsible practices that minimize ecological impacts, promote biodiversity, and ensure sustainable operations across our value chain.

Scope

This policy applies to all Himadri manufacturing locations, corporate offices, subsidiaries, and business activities. It covers employees, contract workers, contractors, suppliers, service providers, visitors, and any other stakeholders who may be directly or indirectly affected by Himadri's operations and value chain activities.

Organisation and Responsibilities

Biodiversity conservation is a shared responsibility at Himadri. The Board-level Sustainability (ESG) Committee provides strategic oversight, while the Sustainability (ESG) Council oversees implementation and performance monitoring. Executives and line managers are responsible for integrating biodiversity considerations into operations, risk assessments, and decision-making within their areas of control. All employees are required to comply with this policy and report potential biodiversity risks. Contractors, suppliers, and business partners are expected to align with this policy and adopt responsible practices across the value chain.

Our Beliefs

- Preserving biodiversity is integral to sustainable business success.
- Biodiversity risks can be effectively managed through proactive planning and responsible operations.
- Every employee and business partner has a role in protecting ecosystems and natural habitats.

Our Aims

- No significant adverse impact on biodiversity arising from Himadri's operations.
- Zero operations in legally protected, high conservation value, or ecologically sensitive areas.
- Full compliance with applicable biodiversity-related laws and regulations.
- Continuous improvement in biodiversity risk management across operations and the value chain.

Our Commitments

Himadri commits to:

- Ensure 100% compliance with applicable biodiversity, wildlife, forest, and environmental regulations across all operations.
- Implement site-level biodiversity awareness or conservation initiatives at 100% of manufacturing locations by 2027 (e.g., green belt development, native plantation, habitat enhancement).
- Deliver biodiversity awareness training to 100% of relevant employees and contract workforce by 2027.
- Integrate biodiversity considerations into environmental risk assessments, project planning, and investment decisions.
- Apply the mitigation hierarchy—avoid, minimise, restore, and offset—when managing potential biodiversity impacts.
- Promote efficient resource use and circular economy practices that reduce pressure on natural ecosystems.
- Encourage suppliers and contractors to adopt responsible sourcing and biodiversity-conscious practices.
- Transparently report biodiversity-related initiatives and performance through sustainability disclosures and statutory reporting.

Governance

This policy is governed by Himadri's Sustainability (ESG) Council under the supervision of the Board-level Sustainability (ESG) Committee.

Policy Review

This policy will be reviewed every 3 years or earlier if regulatory, ecological, or strategic changes require modification.