

ENERGY & EMISSION MANAGEMENT POLICY

1. PURPOSE

As Dipped Products PLC (DPL) and its subsidiaries, here in after referred as DPL Group, we are deeply committed towards conducting business in an environmentally responsible manner.

The Energy and Emission Management Policy has been formulated to ensure all our businesses align to a consistent set of guidelines on environmental stewardship (responsible use and protection of natural resources through conservation and sustainable practices).

All the companies of DPL Group operate within the framework of an Energy and Emission Management that is aimed towards minimizing adverse environmental impacts caused by natural resource depletion and greenhouse gas emissions. This framework encourages the optimization of energy usage by driving increased energy efficiency and increasing reliance on clean energy sources.

DPL Pulse: ESG Roadmap 2030 – DPL Group ESG strategies relating to management of energy consumption, our targets and annual key performance indicators are set to drive our actions aligned with national and international standards.

2. SCOPE

This policy is applicable for all business entities and relevant service providers of DPL Group.

3. COMMITMENT

As an environmentally responsible organization, the DPL Group is committed to the following energy and emission management programmes;

Compliance with all relevant laws and guidelines, national and international standards, regulations and all other requirements on energy & emission management practices (Sustainable energy Authority / Sustainable Development Goals / UNGC / Responsible Care Council etc.)	Compliance
Identifying and appointing competent teams to effectively implement energy and emission management programs aligned with the operating model and business requirements	Assign competent teams
Ensuring 100% complete and accurate reporting of relevant energy and emission data to parent company - Hayleys PLC, on a timely basis following the set reporting frameworks based on GHG protocol and national guidelines.	Accurate and timely reporting

Implementation of customised energy and emission management programs focusing on the materiality of relevant energy / emission aspects. In driving these programs, identify all energy and emission related processes and applications, evaluate the significance, set targets and objectives, continuously monitor performance and drive the program based on defined KPIs.	Implement holistic energy and emission management programmes at all entities
Ensure the availability of relevant information, documents, training tools and guidance to drive the defined energy and emission management programs	Availability of resources
Gradually shift from non-renewable energy sources and increase reliance on renewable energy such as solar, wind, biomass energy etc. Ensure that purchased biofuel is sustainably sourced and does not result in deforestation.	Shift to renewable Energy
Minimizing energy related environmental impact and enhance the Group's competitiveness through energy costs savings by embracing lean management practices, application of Life Cycle Assessment (LCA) concept, carbon neutral operations and many other recognised green concepts	Minimise energy related impact on environment
Adopting energy and emission conscious procurement procedure on all relevant operations and propagate our energy and emission management practices across supply chain. Effective operation and maintenance programs to ensure energy efficient operations while minimizing emissions for significant energy consuming applications (machines / processes)	Energy and emission Management
Nurturing culture of energy and emission consciousness across all the relevant stakeholder groups (e.g. employees, communities, non-profit organisations, government etc.) and all business entities within the Group should observe the energy practices of its supply chain partners and encourage the use of clean energy across its supply chain	Energy and emission conscious cultures

This policy will be reviewed periodically and communicated to relevant and interested parties, facilitating collaboration and raising awareness on sustainable practices.

4. RESPONSIBILITY

The Engineering Department is responsible in reviewing and implementing this policy. The Managing Director and General Management Committee is accountable in ensuring that this policy is valued and adhered to.

5. EFFECTIVE DATE OF IMPLEMENTATION

This policy is effective from 01st October 2024.

WATER MANAGEMENT POLICY

1. PURPOSE

As Dipped Products PLC (DPL) and its subsidiaries, here in after referred to as DPL Group we seek to conserve and optimize water obtained from various sources, seek avenues of recycling and reusing waste water and responsible disposal of waste water generations in our operations.

Environmental, social and governance aspects of water management have been adequately addressed through this policy.

DPL Pulse: ESG Roadmap 2030 drives the DPL Group ESG strategies relating to management of water, our targets and annual key performance indicators are set to align with national and international standards and regulations.

2. SCOPE

This policy is applicable for all business entities and relevant service providers of DPL Group.

3. COMMITMENT

As the issue of water scarcity gains global attention, water conservation has been identified as a key priority in the Group's environmental agenda.

Following are the key aspects relating to the ESG framework over water applications;

<ul style="list-style-type: none"> • Compliance with all relevant laws and guidelines, national and international standards and all other requirements on water management 	Compliance
<ul style="list-style-type: none"> • Implementation of a water management strategy aligning with the CEO's water mandate by UNGC (six elements of the mandate – Direct Operations, Supply Chain and Watershed Management, Collective Action, Public Policy, Community Engagement, Transparency – through individual and collective efforts) and all other relevant requirements 	Implement water management strategy
<ul style="list-style-type: none"> • Identify, clearly map and measure all water inputs (classified by source), water applications (process and non-process water), water distribution plans and waste water generation (hazardous and non-hazardous) within the defined boundaries 	Mapping of water sources, applications, distribution and wastewater generation
<ul style="list-style-type: none"> • Identifying and appointing competent teams to effectively implement water management program aligned with the operating model and business requirements 	Identify and assign individual and functional roles and responsibilities

<ul style="list-style-type: none"> Ensuring the 100% complete and accurate reporting of all relevant data on timely basis to parent company – Hayleys PLC’s centralized database – Hayleys Cube (Metering should be available for main water inputs and wastewater outputs. Furthermore, it is recommended that sub metering processes be established based on the level of water consumption and wastewater generation) 	Accurate and timely reporting with reliable metering at source
<ul style="list-style-type: none"> Water management targets and objectives should be set and continual improvement program should be driven (focusing on monitoring, corrective and preventing actions, auditing and reviews on water management) 	Set water management targets and objectives
<ul style="list-style-type: none"> Ensure the availability of relevant information, documents, training tools and guidance to drive the defined water management programs 	Availability of resources
<ul style="list-style-type: none"> Introducing sustainable sourcing of water (including rainwater harvesting), water reusing opportunities, recycling practices and any other innovative solutions aimed at minimising the water footprint of the companies 	Sustainable sourcing, reuse, recycling of water and innovation to minimize consumption
<ul style="list-style-type: none"> Ensure the appropriate and adequate treatment of raw water inputs and waste-water discharge to ensure it meets the quality parameters for its designated usages and discharge standards (prior to discharge into the environment or further treatments) 	Water quality controls
<ul style="list-style-type: none"> Properly track and manage all the waste water discharges and locations with quantity and quality while ensuring the environmental compliance. 	Manage discharge of wastewater
<ul style="list-style-type: none"> Effective operation and maintenance programs to ensure water efficiency of all the relevant operations 	Water efficiency
<ul style="list-style-type: none"> Foster a water-conscious culture focusing on conserving and reducing water utilisation through various technologies, process improvements and through stimulating behavioural changes in staff through awareness campaigns 	Water conscious culture
<ul style="list-style-type: none"> Driving corporate responsibility programs focusing on water management applications 	Water management related CSR activities

This policy will be reviewed periodically and communicated to relevant and interested parties, facilitating collaboration and raising awareness on sustainable practices.

4. RESPONSIBILITY

The Engineering Department is responsible in reviewing and implementing this policy. The Managing Director and General Management Committee is accountable in ensuring that this policy is valued and adhered to.

5. EFFECTIVE DATE OF IMPLEMENTATION

This policy is effective from 01st October 2024.

MATERIAL & WASTE MANAGEMENT POLICY

1. PURPOSE

As an environmentally responsible corporate, Dipped Products PLC (DPL) and its subsidiaries here in after referred as DPL Group places priority on optimizing and managing material consumptions through best business applications while minimizing waste generation and effectively managing the waste generated through sustainable disposal methods. This guideline will ensure the implementation of effective material and waste management practices across all the companies irrespective of their operations.

DPL Pulse: ESG Roadmap 2030 drives the DPL Group ESG strategies relating to management of material and waste management, our targets and annual key performance indicators are set to ensure we align with all national and international standards and requirements.

2. SCOPE

This policy is applicable for all business entities and relevant service providers of DPL Group.

3. COMMITMENT

This policy relates to all types of materials (that are is used to produce and package the organization's primary products) and relevant solid and liquid waste generated within our operations. The following guidelines are aimed towards the implementation of sustainable material and waste management practices across the Group.

Overall: Materials & Waste	
• Compliance with all relevant laws and guidelines, national and international standards and all other requirements on material and waste management	Compliance
• Ensuring 100% complete and accurate reporting of all relevant material and waste generation data on a timely basis to parent company – Hayleys PLC	Accurate and timely reporting
• Identifying and appointing competent teams to effectively implement material and waste management programs aligned with the operating model and business requirements	Identify and assign individual and functional roles and responsibilities
• Promoting waste management through identified corporate responsibility programs	Waste management-related CSR activities
• Establishing proper environmental grievance handling mechanism to handle all possible environmental and social issues from stakeholders	Environmental grievance handling mechanism
• Introducing possible waste minimization practices while improving resource efficiencies through application of LCA concepts, lean manufacturing practices, innovation & technology applications and application of any other material and waste management related concepts	Innovation to drive resource efficiency

Materials	
<ul style="list-style-type: none"> Establish a comprehensive system to capture all quantitative information pertaining to renewable and non-renewable material consumptions relevant to the organisation's operations (raw material / semi-manufactured goods / associate process materials / packaging materials etc) 	Capture quantitative information in sufficient detail
<ul style="list-style-type: none"> Establish a material management program to prioritise sustainable material sourcing while increasing the use of recycled and reclaimed material inputs where ever possible 	Prioritise sustainable sourcing
<ul style="list-style-type: none"> Sustainable material sourcing, green procurement practices, supplier sustainability evaluations and safe material handling should be practiced across the group. 	Comprehensive sustainable sourcing practices to be adopted by Group
Waste	
<ul style="list-style-type: none"> Defining the solid / semi solid/liquid waste categories within operating boundaries, map them accordingly and implementing mechanisms to quantify waste generation of each waste category. 	Quantifying waste generation by appropriate categories
<ul style="list-style-type: none"> Establishing waste management programs, focusing on minimising, reducing and controlling waste generation. (Program should be developed based on 7R [Reject, Reduce, Reuse, Reclaim, Replace, Repair and Recycle] concept applications over significant operations identified) 	Waste management programmes based on the 7R concept for significant applications
<ul style="list-style-type: none"> Proper segregation practices should be implemented across all the categories of waste generation (process and non-process) 	Segregation of waste
<ul style="list-style-type: none"> Segregated waste should be stored separately complying with all the relevant legal and other requirements (availability of separate waste storage for hazardous and non-hazardous waste, following defined colour code and labelling mechanism, zero contamination to the environment, application of emergency preparedness programs, health and safety requirements on waste handling etc.) 	Segregation of waste
<ul style="list-style-type: none"> Ensure the sustainable disposal of all types of waste by following “zero landfilling” (getting into agreements with legally accepted waste collectors and disposers, ensure the proper disposal through audits and proof documentations, maintain records of all the waste disposals) 	Sustainable disposal of waste
<ul style="list-style-type: none"> Establishing material and waste management targets, objectives and drive continuous improvement programs (focusing on monitoring, corrective and preventing actions, auditing and reviews on waste management) 	Establishing targets and objectives to drive continuous improvement
<ul style="list-style-type: none"> Ensure the availability of relevant information, documents, training tools and guidance to drive the defined waste management programs 	Training and tools to enable performance

This policy will be reviewed periodically and communicated to relevant and interested parties, facilitating collaboration and raising awareness on sustainable practices.

4. RESPONSIBILITY

The Engineering and R&D Departments are responsible in reviewing and implementing this policy. The Managing Director and General Management Committee is accountable in ensuring that this policy is valued and adhered to.

5. EFFECTIVE DATE OF IMPLEMENTATION

This policy is effective from 01st October 2024.

CHEMICAL MANAGEMENT POLICY

1. PURPOSE

As an environmentally responsible corporate, Dipped Products PLC (DPL) and its subsidiaries, here in after referred to as DPL Group places priority on sustainable chemical management practices ensuring the safety of our employees, customers and all other relevant stakeholders while minimizing and eliminating the environmental negative impacts. This Policy will ensure the implementation of effective chemical management practices across all the companies irrespective of their operations.

DPL Pulse: ESG Roadmap 2030 drives DPL Group ESG strategies relating to management of chemical applications, our targets and annual key performance indicators are set out in aligned with the national and international standards and requirements.

2. SCOPE

This policy is applicable for all business entities and relevant service providers of DPL Group. This will ensure the best chemical management practices from, chemical handling and storing to chemical disposals.

3. COMMITMENT

This policy relates to all types of process (e.g. raw materials) and non-process (e.g. cleaning chemicals / engineering chemicals) chemical applications within our operations in relevant manufacturing locations.

The following guidelines are aimed towards the implementation of sustainable chemical management practices across the DPL Group.

• Compliance with all relevant laws and guidelines, national and international standards and all other requirements on chemical management	Compliance
• Identifying and appointing competent teams to effectively implement sustainable chemical management programs aligned with the operating model and business requirements	Identify and assign individual and functional roles and responsibilities
• Maintaining up to date complete and accurate chemical inventory for all relevant chemicals (process and non-process). At a minimum, the basic information of each chemical should be included in the inventory.	Maintaining an inventory of information
• Aligning with the chemical inventory, maintain up to date (maximum 3 years old) MSDS (Material Safety Data Sheet) / SDS (Safety Data Sheet) for all the list of chemicals. MSDS should be available with the organization safety officers and / or appointed representative for chemical management	Maintaining material safety data sheets
• Proper chemical labelling practices should be available for all the chemicals. It is recommended to follow any internationally accepted chemical labelling	Chemical labeling practices

standard [E.g. Hazardous Materials Identification System (HMIS), Globally Harmonized System (GHS) are internationally recognized chemical labelling standards that can be followed by sectors] fulfilling the minimum requirements for labels.	
• Chemicals should be stored separately complying with all the relevant legal and other requirements (following the chemical storing compatibility guidelines to ensure the environmental and occupational safety)	Storage of chemicals
• Adequate spill control mechanism and safety precautions should be available for any emergencies relating to chemical related operations	Safety precautions
• Availability of a training and awareness plan to ensure the safe and environmentally sustainable chemical management for all the relevant employees and any other stakeholder groups	Training and awareness
• Continually conducting projects for improving the efficiencies of related business operations with the intention of minimizing the overall chemical consumptions	Efficiency improvements
• Extending the best chemical management practices to the relevant supply chains and customers	Supply chain practices
• Establishing a proper environmental grievance handling mechanism to handle all possible environmental and social issues relating to chemical management	Grievance mechanisms

This policy will be reviewed periodically and communicated to relevant and interested parties, facilitating collaboration and raising awareness on sustainable practices.

4. RESPONSIBILITY

The Engineering and R&D Departments are responsible in reviewing and implementing this policy. The Managing Director and General Management Committee is accountable in ensuring that this policy is valued and adhered to.

5. EFFECTIVE DATE OF IMPLEMENTATION

This policy is effective from 01st October 2024.

BIODIVERSITY CONSERVATION POLICY

1. PURPOSE

As a highly diversified organization operating in various eco-systems, Dipped Products PLC (DPL) and its subsidiaries here in after referred to as DPL Group is deeply committed to preserving biodiversity and natural habitats. We are mainstreaming the concept of biodiversity across value chains and adopting the precautionary approach for sustainable management of biodiversity in all decision-making processes. Diversity of ecosystems, species and genes and the ecological processes that support them are prevalent in and around the DPL business operations.

DPL Pulse: ESG Roadmap 2030 drives DPL Group ESG strategies relating to protection and conservation of biodiversity, our targets and annual key performance indicators are set aligning with national and international standards and requirements.

2. SCOPE

This policy is applicable for all business entities and relevant service providers of DPL Group.

3. COMMITMENT

We seek to avoid and minimize any significant impacts our operations may have on sensitive species, habitats and ecosystems. This means that we;

<ul style="list-style-type: none"> Ensure legal compliance with respect to biodiversity by complying with rules and regulations related to all environmental aspects (e.g. forest, wildlife, coastal zone, green cover, water bodies etc.) during the organizational operations 	Compliance
<ul style="list-style-type: none"> Map existing biodiversity aspects, identifying significant impacts and develop company level customized biodiversity conservation strategies aligning to the DPL Group Sustainable Business Framework – DPL Pulse: ESG Roadmap 2030 	Align to ESG Framework and develop sector level strategies
<ul style="list-style-type: none"> Identifying and appointing competent teams to drive effective implementation and ensure the availability of relevant information, documents, training tools and guidance to effectively drive the biodiversity conservation strategy aligned with the operating model and business requirements 	Identify and assign individual and functional roles and responsibilities
<ul style="list-style-type: none"> Accountability for all operations and creating systems to respond to any aberration with the aim of preserving biodiversity resources 	Accountability

<ul style="list-style-type: none"> Define best quantification mechanism for biodiversity impacts and ensure the 100% complete and accurate reporting, tracking and record keeping of all relevant progress / impacts on timely basis 	Complete and accurate reporting on time
<ul style="list-style-type: none"> Align our biodiversity journey with national and global level biodiversity roadmaps and drive initiatives for restoration of degraded habitats and enhancement of biodiversity in areas (near or far to establishments) which may have been lost due to human intervention 	Align with national and global roadmaps
<ul style="list-style-type: none"> Minimization of adverse impacts on biodiversity through the right combination of sustainable industry practices and technologies 	Sustainable practices and technology
<ul style="list-style-type: none"> Capacity building and regular knowledge sharing on biodiversity with relevant stakeholders 	Capacity building of stakeholders
<ul style="list-style-type: none"> Raise employee awareness with the aim of extending the program impact into employees' work places as well as their communities 	Employee awareness
<ul style="list-style-type: none"> Promoting biodiversity conservations through identified corporate responsibility programs 	Biodiversity conservation related CSR activities
<ul style="list-style-type: none"> Establishing suitable communication programs through; Participating in industry associations and other forums to share and promote best practices for biodiversity conservation Communicating biodiversity-related activities to employees and outside audiences. Engaging with government, local communities and others to understand and work to address significant biodiversity issues in areas where we operate 	Promoting best practices Community engagement for biodiversity conservation

This policy will be reviewed periodically and communicated to relevant and interested parties, facilitating work with them to establish and raise awareness about sustainable practices.

4. RESPONSIBILITY

The Engineering Department is responsible in reviewing and implementing this policy. The Managing Director and General Management Committee is accountable to ensure this policy is valued and adhered to.

5. EFFECTIVE DATE OF IMPLEMENTATION

This policy is effective from 01st October 2024.