

## **Policy Statement**

This policy aims to affirm Sterling & Wilson's unwavering commitment to operating responsibly, ethically, and sustainably. We prioritize preserving the environment, providing a healthy and safe workplace for our employees, contractors, and customers, and the embodiment of responsible corporate citizenship within the communities we serve.

We acknowledge our critical responsibility to address environmental, social, and governance (ESG) issues across all dimensions of our business operations. This ESG Policy outlines our dedication to fostering sustainability, managing risks effectively, and generating long-term value for our stakeholders.

We recognize our responsibility to address environmental, social, and governance (ESG) issues in all aspects of our business operations.

### **Environmental Stewardship:**

- **Emphasis on Renewable Energy:** Our foremost commitment lies in advancing renewable energy sources like solar and wind power. We pledge to prioritize developing, constructing, and upkeeping renewable energy projects that minimize environmental impact, contributing to a low-carbon future.
- **Energy Conservation & Reduction:** We continuously endeavor to enhance energy efficiency throughout our operations to reduce carbon footprint, encompassing office facilities, project sites, and manufacturing processes. This involves investing in energy-efficient technologies and adopting best practices to curtail energy consumption and greenhouse gas emissions.
- **Responsible Resource Management:** We vow to manage resources responsibly by minimizing waste generation, promoting recycling and reuse initiatives and embracing sustainable procurement practices to diminish our environmental footprint.
- **Protection of Biodiversity:** We acknowledge the criticality of conserving biodiversity in our operational areas. S & W will implement measures to safeguard and preserve natural habitats, minimize disturbances to ecosystems, and mitigate potential environmental ramifications associated with our projects.
- **Water Conservation and Wastewater Reduction:**  
We are committed to the sustainable use of water resources. Our approach includes implementing measures to conserve water in all our operations, reduce wastewater generation, and ensure that any wastewater produced is treated and managed responsibly to prevent pollution and minimize impact on local water bodies.

- **Air Pollution Mitigation:**

We actively seek to reduce air pollution by adopting cleaner technologies and best practices that minimize emissions from our operations. This includes managing dust and particulate matter on construction sites, reducing the use of fossil fuels, and ensuring compliance with air quality standards.

- **Waste Reduction and Reuse of Solid Waste and Chemical Waste:**

We prioritize the reduction of waste in all forms, including solid materials and chemical waste. Our strategy includes minimizing waste generation, promoting the reuse and recycling of materials, and ensuring the safe and responsible disposal of hazardous substances. We aim to integrate waste management practices that are sustainable and environmentally sound across all our operations and reduce our carbon footprint.

**Social Commitment:**

- **Prioritizing Health and Safety:** The Occupational health and safety of our employees, contractors, and communities remain paramount. We uphold and provide stringent health and safety standards across all Operations & Maintenance, provide adequate training and resources, and strive for a workplace free of harm. Sterling & Wilson is committed to providing and continually improving safe and healthy working conditions and practices for the prevention of work-related injury and ill health of our employees, contractors, business partners, service providers, visitors, and society at large. We ensure consultation and participation of workers and their representatives in OH&S-related issues.
- **Community Collaboration:** We are committed to transparent, respectful, and inclusive engagement with local communities. By consulting stakeholders, addressing community concerns, and fostering meaningful collaboration, we ensure our projects yield enduring benefits for host communities.
- **Upholding Fair Labour Practices:** We are dedicated to maintaining fair labour practices and cultivating a diverse, inclusive and equitable workplace, complying with all relevant labour laws.
- **Human Rights Protection:** Sterling & Wilson is committed to upholding the fundamental human rights of our employees, stakeholders, and host communities. We strictly adhere to National and International Labour Organization (ILO) Conventions concerning labour standards, working conditions, and the prevention of child exploitation. We are resolute in our opposition to all forms of discrimination, harassment, or exploitation. To ensure these principles are upheld, we work diligently to identify, assess, and mitigate human rights risks throughout our operations and supply chain, promoting a culture of respect and equality across all our activities.

**Governance Integrity:**

- **Ethical Business Conduct:** We pledge to conduct business with the utmost integrity, honesty, and ethical standards, ensuring and respecting equal opportunities in our entire business supply chain. Complying with all applicable laws, regulations, and industry norms, we nurture a culture of ethical behaviour throughout the organization.
- **Transparency and Accountability:** Maintaining transparent and accountable governance structures and practices is integral to us. We regularly communicate our ESG performance to stakeholders, disclose pertinent information, and actively seek feedback to enhance our sustainability efforts.
- **Effective Risk Management:** We proactively identify, assess, and mitigate ESG-related risks across our operations. By integrating ESG considerations into our decision-making processes, conducting regular risk assessments, and implementing appropriate measures, we bolster resilience.
- **Board Oversight:** The Board of Directors exercises oversight of our ESG performance, ensuring alignment with our strategy and values. The Board reviews and approves the ESG Policy, monitors implementation progress, and holds the management accountable for achieving sustainability goals.

**Implementation and Evaluation:**

We are steadfast in implementing and refining this ESG Policy continually. Establishing clear goals, targets and performance indicators, we track progress and regularly report on our ESG performance. Periodic reviews ensure the policy's effectiveness, relevance, and alignment with evolving sustainability trends and stakeholder expectations.

By adhering to this ESG Policy, we reaffirm our commitment to sustainability, responsible corporate citizenship, stakeholder engagement and compliance with all applicable legal and other requirements.



Mr. Khurshed Daruvala  
Chairman

1<sup>st</sup> October, 2024