

ESG POLICY



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Prepared By Raj Kumar Nanda (Head EHS and Sustainability)	Sd/-
Reviewed By Jalaj Malpani (President, Business Excellence)	Sd/-
Approved By Sajan Kumar Bansal (Chairman and Managing Director)	Sd/-

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1. Introduction

Skipper Limited (hereinafter referred to as "Skipper") is committed to responsible business practices by embedding Environmental, Social, and Governance (ESG) principles into its decisions and operations.

This ESG policy reflects Skipper's unwavering commitment to the principles of sustainability. It outlines our overarching approach to sustainability and provides a structured framework to proactively identify, manage, and address ESG-related issues in line with relevant national and international standards.

This policy aligns with international, national, and regional standards, including the UN SDGs, IFRS-S2 requirements, ISO standards, and India's NGRBC Principles. It is subject to applicable laws such as the Companies Act, 2013 and SEBI Listing Regulations, which will take precedence in case of any conflict.

2. Purpose

The Company's ESG goals serve as the foundation of its sustainability journey as it aims to reduce its carbon footprint, accelerates the adoption of renewable energy, prioritises workplace safety, fosters an inclusive culture, and upholds ethical business practices.

This policy aims to:

- Define and reinforce Skipper's ESG commitments.
- Embed sustainability into culture and decision-making.
- Integrate ESG goals into Skipper's business strategy, operations and projects.
- Establish targets, track performance and continuously improve ESG outcomes

3. Scope

This policy is applicable to all operations of Skipper including its EPC business, all its subsidiaries, employees, contract workers, business partners, downstream partners, new acquisitions & mergers, and others with whom Skipper does business.

4. Policy Statement & Commitment

- Skipper acknowledges that meaningful progress in sustainability can only be achieved through active collaboration with its stakeholders. This ESG Policy complements the Company's broader set of policies and reflects its core philosophy of creating long-term value for all stakeholders—including customers, employees, investors, business partners, and communities. It is guided by the principles of ethical conduct, social responsibility, innovation-led resource efficiency, talent development, and environmental stewardship to support a more sustainable and resilient future.
- The Company strives to be a leader in adopting sustainable business practices, actively minimizing any adverse negative economic, social, or environmental impacts on society.
- Committed to building a sustainable future for the planet, communities, and its own growth, the Company embraces the intrinsic link between environmental, social, and economic sustainability.
- We strive to build exemplary environmental, social and governance (ESG) performance and our commitment involves every aspect of our business and across our value chain.

The Policy objectives are envisaged under the following broad heads:

5. Environmental Management

5.1 Responsible Production & Consumption

The Company is committed to enhancing resource efficiency and reducing waste by integrating energy, water, and environmental considerations into manufacturing, project designs, and improvements to existing operations. Sustainable practices shall be embedded in the Company's sourcing, design, project execution, and operational activities.

The Company strives to procure services and products locally, utilizing Responsible Production practices and promoting the sourcing and manufacturing of goods that are produced by partners following environmentally friendly processes.

5.2 Climate Change and Energy Management

The Company is committed to aligning with India's Nationally Determined Contributions (NDCs) and aspire to achieve the Net Zero target by 2050. This will be pursued through the adoption of renewable energy, clean technologies, and the integration of green materials to reduce embodied carbon in manufacturing.

The company will implement regular emissions tracking, invest in decarbonizing its operations and supply chains.

5.2 Water Stewardship

Efforts shall be made to manage water responsibly in alignment with international, national, and regional regulations, as well as the UN SDG 6. We aim to reduce our water footprint by consistently measuring, monitoring, and improving water use and wastewater practices across all operations—striving for water neutrality and aiming to achieve water positivity wherever feasible. Robust governance systems will ensure responsible water withdrawal, discharge, and effluent control. We actively invest in research, development, and advanced technologies for water recycling, reuse, and conservation, while continuously exploring innovative solutions to improve water efficiency and support replenishment. Pollution prevention measures, regular inspections, and source testing are key to protecting surrounding water bodies. We also promote awareness and training among employees and relevant stakeholders, while ensuring access to safe drinking water, sanitation, and hygiene in all workplaces.

5.3 Biodiversity Management

The Company shall avoid operations in biodiversity hotspots, ecologically sensitive zones, protected areas, and near critical habitats or World Heritage Sites. We aim to conduct risk assessments and manage impacts in accordance with the Mitigation Hierarchy—avoid, reduce, regenerate, restore, and transform. The protection of biodiversity, along with the monitoring and management of natural resources, will be a key focus of our environmental efforts.

5.4 Waste Management

The Company will embrace a sustainable waste management approach aligned with the principles of circularity, focusing on waste minimization, segregation, recycling, reuse, and eco-friendly disposal, in accordance with regulatory requirements and industry best practices. This approach shall be guided by the 4Rs Framework—Reduce, Reuse, Recycle, and Recover—to maximize resource efficiency and minimize environmental impact. Waste handling and management strategies will prioritize recycling and circularity, with the goal of achieving 'Zero Waste to Landfill'.

5.5 Pollution Management

The Company is committed to minimizing environmental pollution by implementing effective management practices for air, water, noise and land, ensuring compliance with applicable regulations, and continuously improving our efforts to reduce our environmental footprint.

6. Social Responsibility

6.1 Human Rights

We ensure equitable compensation, legal compliance in leaves, and prohibit forced labour, child labour, and human trafficking. The Company fosters respect for human rights across its projects, operations, and value chain, promotes freedom of association, and aims to create a positive social and economic impact for employees, communities, and other stakeholders.

6.2 Health and Safety

The Company acknowledges that the safety, health, and well-being of its employees and stakeholders are critical to its long-term sustainability. We are committed to fostering a safe, inclusive, and supportive work environment, striving for a "Zero Harm" goal across all projects, operations, and the value chain partners. This commitment is reflected in the integration of health and safety considerations into all business decision-making processes. We conduct regular risk assessments, prioritize the establishment of safe and healthy working conditions, encourage active employee participation in safety management, and provide continuous training to cultivate a culture focused on safety and well-being.

6.3 Diversity, Equity, and Inclusion (DEI)

The Company ensures equal opportunity through merit-based employment and fair remuneration, with zero tolerance for discrimination. We are committed to fostering gender diversity, workplace accessibility, and inclusion, in compliance with the Rights of Persons with Disabilities Act, 2016.

6.4 Community Engagement

The Company is committed to fostering meaningful relationships with the communities where it operates. We actively engage with local stakeholders to uphold human rights, address community concerns, and support inclusive, sustainable development initiatives.

Wherever feasible, we prioritize local employment and provide training opportunities to enhance the skills and livelihoods of the local workforce, thereby contributing to socio-economic development.

7. Governance

7.1 Reporting and Transparency

The Company will provide regular and transparent disclosures on our sustainability initiatives, progress and way forward as a commitment towards ensuring transparency in our sustainability journey.

7.2 Continuous Improvement:

The Company will enhance its sustainability initiatives, adhering to best management practices. It will set a framework, monitor, benchmark, and regularly review against the targets, progress of roadmap implementation on an ongoing basis towards achieving continual improvement in environmental, social and governance related initiatives and processes.

7.3 Ethical Business Practices

We foster integrity, fairness, and transparency in all business dealings, promoting ethical conduct through leadership accountability and employee engagement. We aim to meet stakeholder expectations and ensure long-term business sustainability by proactively identifying and managing risks and opportunities.

7.4 Grievance Procedure

The Company is committed to maintaining a fair, respectful, and inclusive workplace through a robust grievance redressal framework. Stakeholders can report concerns related to discrimination, harassment, unethical conduct, or human rights violations in accordance with our Code of Conduct and Human Rights Policy. All grievances are addressed confidentially and impartially, with timely corrective actions taken as necessary.

8. Accountability & Review

- The Board-level ESG Committee provides strategic oversight and guidance on Skipper's environmental and social initiatives. The Committee is responsible for monitoring and managing key ESG issues and will review this policy annually, recommending revisions to the Board as considered necessary aligned with Skipper's business. The Committee reserves the right to amend any of the provisions of this Policy subject to Applicable Laws.
- Respective Plant, Division Head and Project Head are responsible for the implementation of this policy, define strategic roadmap and monitoring progress against the set ESG goals.

Sd/-

Sajan Kumar Bansal

Chairman and Managing Director, Skipper Limited

Date: 31st July, 2025