



Environmental, Social and Governance (ESG) Policy

Of

LT Foods Limited

Regd. Office: Unit No. 134, 01st Floor, Rectangle-1, Saket District Centre, New Delhi 110034

Corp. Office: -04th Floor, MVL-IPark, Sector-15, Gurugram, Haryana 122001

Approach towards Sustainable Development

Our Company's corporate philosophy as embedded in us by our Founder, requires that our business activities and objectives must be served on the tenets of good corporate citizenship. We serve the needs of our business based on transparency, integrity, sustainability, innovation and on our commitment to our stake holders and society. This entails our commitment to the principles of sound corporate governance and setting of highest standards of ethical performance for ourselves.

We recognise that the concept of good corporate citizenship is an evolving one, and we accordingly evolve our business practices to keep pace with the changing requirements: yet it is equally true that the basic tenets of good corporate citizenship do not change.

This policy statement has been developed to articulate clear guidelines pertaining to our obligations and expectations and this statement is applicable to all our Company divisions, our employees and to our relationship with our stake holders.

The company stands committed to its responsibility towards society and our goal is to ensure that our economic growth is socially and environmentally sustainable. Our business efforts would be towards inclusive development, and we aim that the "people grow with us and we grow with people".

Guiding principles for sustainability at LT Foods Limited

1. Environmental Sustainability

Compliance

Comply with applicable legal and other requirements including environmental clearances, consents, permits, licenses, etc.

Management Systems

Implement and maintain environment management systems all across our operations along with monitoring, reporting and continually improving our environmental performance.

Energy Management and Climate Change Mitigation

Reduce our impact on climate change by undertaking energy efficiency, use of renewable and non-conventional sources of energy, and utilising alternative raw materials and fuels.

Water Management

Promote sustainable water management practices, including efficient water consumption, recycling, treatment, etc. across all our operations, along with rainwater harvesting to minimize freshwater withdrawal.

Sustainable Procurement

Integrate sustainability in the supply chain through farmer training, supplier engagement, sustainable procurement policy.

Waste Management

Embrace the principles of circular economy by reducing, reusing, recycling and recovering waste materials generated in operations.

Packaging

Reduce our impact on environment by using Environmentally friendly packaging, which can be recycled or reused. Explore opportunities to implement circularity through recycling initiatives. Design and develop packaging which results in improved sustainable development

2. Social Sustainability

Compliance

Comply with applicable legal requirements, labour laws, etc.

Human Capital Management

Nurture human capital through engagement, training and development, motivation and provision of an inclusive and diverse environment for them to excel.

Respect for Human Rights and Fair Labour Practices

Promote equal opportunities fundamental human rights for all employees, fair compensation, freedom of association and the right to bargain collectively in a lawful and peaceful manner.

Diversity and Equal Opportunity

Provide equal treatment and opportunity to everyone without regard to race, colour, religion, gender, sexual orientation, national origin, age, disability, veteran, marital or domestic partner status, citizenship, family relationship or any other similar characteristic.

Health & Safety

Apply Health & Safety standards and guidelines; provide necessary resources, training and education and measure performance to ensure zero harm to employees, visitors and contractors

Local Community Engagement

Work with local communities around our projects for social interventions or community development projects.

Product Quality & Safety

Ensure that each product meets the highest safety and quality standards applicable for different uses of the product.

3. Governance

Regulatory Compliance

Go beyond compliance with applicable legislation for environmental protection, health & safety, employment & labour welfare and corporate governance.

Corporate Governance

Ensure a robust corporate governance framework keeping in mind the interest of all the stakeholders.

Business Ethics:

Conduct business in ethical and transparent manner.

Stakeholder Engagement

Engage with diverse stakeholder groups on sustainability issues through transparent communication and strategic collaborations.

External Reporting

Public disclosure of sustainability performance in line with leading national and global reporting frameworks.

Governance & Oversight

'CSR and ESG Committee' of the Board of Directors will be responsible for enforcing this policy.

Implementation Mechanism

This policy will be operationalized by aligning it to internal processes, establishing quantitative targets, and reviewing their progress for continuous improvement.
