

 <p>ECHJAY INDUSTRIES</p>	<p>DEPARTMENT MANUAL MANUAL NO. : DM-HRD-10 DOCUMENT LEVEL : 2 DEPT. / SECTION: HRD</p>	<p>CHAPTER : DM-HRD-10-08 DOC-HRD-EM-EN-01 REV : 02 DATE : 01.10.2025 Page 1 of 4</p>
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1. Environmental Policy

Purpose:

Purpose of the Environmental Policy offers a strategies/ guidelines/ procedure for effective environmental management practices at ECHJAY Industries Pvt. Ltd. (ECHJAY) to its all-manufacturing units and corporates in line with the business vision of the Company.

Scope:

Applicability of this policy is to ECHJAY's all manufacturing facilities in India and to its value & supply chain partners including customers, contractors, sub-contractors and vendors.

Vision:

ECHJAY is committed to customer delight by excelling in product quality, delivery, value for money and minimize the environmental impacts.

Mission:

ECHJAY's environmental stewardship is determined by its long-term commitment to protect the surroundings where it operates and systemize its business practices for environmental safeguarding through adopting a strong governance system by reducing environmental impacts to sustain leadership position in the sector. ECHJAY and its other manufacturing units, offices, joint venture, value and supply chain partners shall maintain its commitment to:

- Follow all applicable local regional /local laws, compliance under the stipulated rules& regulations, commitments and undertaking action beyond compliance during construction and operation.
- Assess and reduce the environmental impact related to water conservation, wastewater and waste treatment management, air & noise emission control by continuous monitoring and adopting local/ global best technologies and practices.
- Committed to minimizing environmental and health risks from chemicals used in its operations by implementing a comprehensive Responsible Chemical Management Program (RCMP).
- Safe Procurement: Prioritize environmentally friendly and less hazardous alternatives wherever possible; collaborate with suppliers to source sustainable raw materials.
- Storage & Labeling: Enforce strict protocols for chemical storage, secondary containment, segregation of incompatible materials, and proper labeling as per regulatory norms.
- Assess and reduce impacts of GHG emission and climate change by implementing GHG management practices through improving practices on fuel management, renewable energy for operation, engaging supply chain partners and customers to track on indirect emissions and engage them to reduce GHG emission to achieve the Net Zero Goal.
- Set the Net Zero Goal/ targets with decarbonization strategy, appropriate utilization of natural resources, reduce wastes, conserve freshwater resources, adopting circular economy, Extended Producers Responsibilities (EPR), reduce, recover, reuse, recycle and reproduce principle for waste management.

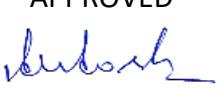
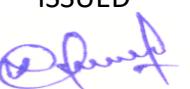
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- Biodiversity management through conservation and protection in surroundings of the manufacturing facilities in consultation with key stakeholders such as local communities, regulatory authorities & experts.
- Conduct environmental due diligence for any new/ expansion/ modernization of existing projects as well as merger & acquisitions.
- Generate environmental awareness amongst key stakeholders including employees, suppliers (vendors & contractors), customers and communities through engagements.
- Review and monitor the positive or negative environmental impacts for the set Key Performance Indicators (KPIs) in accordance with this policy at regular intervals; pass through the environmental performance audits through internal / external experts, communicating the environmental performance to the key stakeholders.

Policy reviews and renewals:

The policy is to be reviewed every 3 years or sooner, if necessary, and renewed in existing state or, if required, after necessary revision.

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2. Energy Policy

Purpose:

This Energy Policy establishes ECHJAY Industries Pvt Ltd's commitment to manage energy use, improve energy efficiency, reduce greenhouse gas emissions, and continually improve energy performance in accordance with the requirements of ISO 50001:2018

Scope:

This policy applies to all operations, facilities, equipment and personnel under the control of ECHJAY Industries Pvt Ltd at the Rajkot site and any other site specifically included in the scope of the organization's Energy Management System (EnMS).

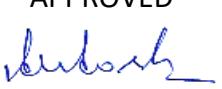
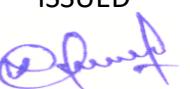
Policy Statement:

Top management at ECHJAY Industries Pvt Ltd recognizes energy as a critical resource and is committed to improving energy performance by implementing and maintaining an effective Energy Management System (EnMS) in accordance with ISO 50001. We will make continual improvements to energy-related processes and to the EnMS, and we will ensure this policy is communicated to all employees, contractors and other relevant stakeholders.

Commitments

To fulfil this policy, ECHJAY Industries Pvt Ltd will:

- **Comply with applicable legal and other energy-related requirements** and periodically evaluate compliance.
- **Establish, implement and maintain an Energy Management System** conforming to ISO 50001 and allocate the necessary resources to achieve its objectives.
- **Carry out an energy review** to identify significant energy uses (SEUs), relevant variables, and opportunities for improving energy performance.
- **Define and maintain energy baselines and energy performance indicators (EnPIs)** to monitor and measure energy performance.
- **Set measurable energy objectives and targets** and implement action plans to achieve them.
- **Implement operational controls and procurement criteria** that consider energy efficiency and life-cycle energy implications for design, purchasing and maintenance of plant, equipment and services.
- **Monitor, measure, and analyze energy consumption** and related parameters to identify trends and areas for improvement.
- **Provide training, awareness and competence development** to employees and contractors so they can contribute to the organization's energy performance improvement.
- **Encourage participation and suggestions** from employees, suppliers and contractors for energy improvement measures.

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- **Review and report energy performance and the EnMS** through internal audits and management reviews at planned intervals.
- **Investigate and implement cost-effective energy efficiency and conservation measures**, including adoption of best practices and suitable technologies.
- **Support climate and sustainability commitments** through improved energy efficiency and reduced GHG emission intensity.

This Energy Policy shall be made available to relevant stakeholders and communicated within the organization.

Roles and Responsibilities

- **Top Management:** Provide leadership, ensure alignment of the EnMS with business objectives, provide resources and ensure the policy is implemented and reviewed.
- **Energy Management Representative / EnMS Team:** Lead the EnMS implementation, maintain energy records, coordinate energy reviews, set EnPIs, and report performance to top management.
- **Department Managers / Supervisors:** Implement operational controls, support monitoring and ensure staff competence within their areas.
- **All Employees and Contractors:** Contribute to energy performance improvements by following procedures, reporting irregularities and participating in improvement activities.

Key EnMS Elements (Overview)

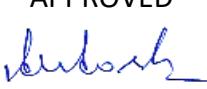
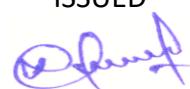
- Energy review and identification of Significant Energy Uses (SEUs).
- Establishment and maintenance of energy baseline(s) and EnPIs.
- Objectives, targets and action plans with responsibilities and timelines.
- Operational controls, procurement and design considerations.
- Measurement, monitoring, analysis and internal audit program.
- Competence, training, awareness and communication.
- Management review and continual improvement cycle.

Communication and Availability

This Energy Policy will be communicated to all employees and made available to contractors and the public via our company noticeboards and website. Records of communication and training will be maintained as evidence of implementation

Review

The Energy Policy will be reviewed at planned intervals, at least annually, or when significant changes occur to ensure continuing suitability, adequacy and effectiveness.

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