



INDO BORAX & CHEMICALS LTD.

Regd. Office: 302, 3rd Floor Link Rose Building, Linking Road, Santacruz (West), Mumbai - 400054, India.

Ph.: 022 26489142 / 47 / 48 • Fax No. 022-26489143 • CIN : L24100MH1980PLC023177

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Environmental, Social and Governance (ESG) Policy

1. INTRODUCTION

Indo Borax and Chemicals Limited (“the Company”) is committed to conducting its business in a responsible, ethical and sustainable manner. As a leading manufacturer in the chemicals and mineral processing sector, the Company recognizes that long-term business success is closely linked with responsible environmental stewardship, social responsibility, and strong corporate governance practices.

At Indo Borax, we strive to grow our business while safeguarding the environment, supporting communities, and creating value for all stakeholders including customers, employees, investors, regulators, and society at large. We believe that sustainable business practices are essential to generating long-term value and managing risks effectively.

The Company acknowledges that **Environmental, Social and Governance (ESG)** performance is an increasingly important consideration for stakeholders, including regulators, investors, customers, and communities. ESG considerations are therefore integrated into our business strategy, operational processes, and decision-making framework.

The Company is committed to:

- Operating responsibly and sustainably
- Minimizing environmental impact
- Ensuring employee health, safety, and wellbeing
- Upholding ethical business practices
- Contributing positively to society

We consider the adoption of ESG principles as an integral part of our corporate philosophy and not merely a regulatory or reporting requirement. ESG is embedded in our culture and guides our approach to responsible business conduct.

2. ESG FRAMEWORK

The Company’s ESG Policy is guided by its vision to conduct business in a sustainable and responsible manner while delivering long-term value to stakeholders.

The Company aims to integrate ESG considerations into its operations, risk management, and strategic planning processes. Through this Policy, the Company seeks to:

- Define its commitment to Environmental, Social and Governance principles
- Integrate ESG considerations into business operations and decision-making



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- Promote responsible and sustainable practices across the value chain
- Identify and manage ESG-related risks and opportunities
- Enhance transparency and accountability in ESG performance

The ESG framework of the Company is aligned with:

- National Guidelines on Responsible Business Conduct (NGRBC)
- Applicable provisions of the Companies Act, 2013
- SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015
- Business Responsibility and Sustainability Reporting (BRSR) requirements as
- Applicable environmental and safety regulations

3. REGULATORY FRAMEWORK ON ESG REPORTING

The Company recognizes the evolving regulatory landscape governing responsible business conduct and sustainability reporting in India.

National Guidelines on Responsible Business Conduct (NGRBC)

The Ministry of Corporate Affairs (MCA) issued the National Voluntary Guidelines (NVGs) in 2011 to encourage responsible business practices. These guidelines were subsequently revised and released as the National Guidelines on Responsible Business Conduct (NGRBC) in March 2019 to align with global sustainability standards and the United Nations Sustainable Development Goals (SDGs).

The Company endeavors to align its operations and disclosures with the principles set out under the NGRBC.

Disclosure Framework under the Companies Act, 2013

The Companies Act, 2013 and the rules made thereunder require companies to disclose sustainability-related information in the Board's Report, including:

- Measures taken for conservation of energy
- Technology absorption and innovation
- Corporate Social Responsibility (CSR) initiatives
- Risk management practices

Disclosure Framework under SEBI Listing Regulations

Pursuant to the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company shall comply with applicable sustainability reporting requirements, including:



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- Preparation and disclosure of the Business Responsibility and Sustainability Report (BRSR), where applicable
- Disclosure of ESG-related risks, opportunities, and performance metrics
- Implementation of responsible governance practices

The Company shall ensure timely and accurate reporting of ESG-related information in accordance with applicable regulatory requirements.

4. ESG FOCUS AREAS

The Company believes that responsible environmental practices, strong social commitments, and sound governance are essential for sustainable growth. The Company's ESG focus areas are structured across three pillars:

A. ENVIRONMENTAL COMMITMENTS

The Company is committed to minimizing environmental impact and promoting sustainable resource management across its operations.

The Company aims to operate in an environmentally responsible manner while ensuring compliance with applicable environmental laws and regulations.

Key Focus Areas:

1. Environmental Protection and Compliance

- Compliance with applicable environmental laws and standards
- Prevention and control of pollution
- Safe handling, storage, and disposal of hazardous materials
- Continuous monitoring of environmental performance

2. Energy and Climate Management

- Improving energy efficiency in operations
- Reducing greenhouse gas emissions
- Promoting the use of cleaner technologies
- Supporting climate change mitigation initiatives

3. Water and Resource Management

- Efficient utilization of water resources
- Reduction in water consumption
- Recycling and reuse of water wherever feasible
- Sustainable use of raw materials and natural resources



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4. Waste Management

- Reduction of waste generation
- Safe treatment and disposal of hazardous and non-hazardous waste
- Promotion of recycling and resource recovery
- Compliance with hazardous waste management regulations

B. SOCIAL COMMITMENTS

The Company recognizes its responsibility towards employees, communities, and society and is committed to promoting a safe, inclusive, and responsible workplace.

Key Focus Areas:

1. Employee Health and Safety

- Providing a safe and healthy work environment
- Preventing workplace accidents and occupational illnesses
- Conducting regular safety training and awareness programs
- Compliance with occupational health and safety regulations

2. Employee Welfare and Development

- Promoting employee wellbeing and professional development
- Providing equal opportunities for employment and career growth
- Encouraging skill development and training
- Maintaining fair and transparent employment practices

3. Diversity, Equity and Inclusion

- Promoting a diverse and inclusive workplace
- Preventing discrimination and harassment
- Ensuring equal opportunity in employment
- Encouraging respect for human rights

4. Community Engagement and Social Responsibility

- Supporting community development initiatives
- Undertaking Corporate Social Responsibility (CSR) activities
- Promoting education, health, and environmental sustainability
- Contributing to local community welfare



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C. GOVERNANCE COMMITMENTS

The Company is committed to maintaining high standards of corporate governance, transparency, and ethical conduct in all business activities.

Strong governance practices form the foundation of responsible and sustainable business operations.

Key Focus Areas:

1. Ethical Business Conduct

- Conducting business with integrity and honesty
- Compliance with applicable laws and regulations
- Prevention of corruption, bribery, and fraud
- Adherence to the Company's Code of Conduct

2. Risk Management

- Identification and management of ESG-related risks
- Implementation of internal controls and compliance mechanisms
- Periodic review of risk management processes

3. Transparency and Accountability

- Accurate and timely disclosure of information
- Maintenance of proper records and documentation
- Protection of stakeholder interests

4. Stakeholder Engagement

- Maintaining open and transparent communication with stakeholders
- Addressing stakeholder concerns responsibly
- Building trust through responsible business practices

5. POLICIES THAT SUPPORT ESG COMMITMENTS

The Company has established various policies and procedures that support the implementation of its ESG commitments. These policies provide guidance to employees, contractors, suppliers, and other stakeholders.



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Key policies supporting ESG commitments include:

- Environmental, Health and Safety (EHS) Policy
- Code of Conduct
- CSR Policy
- Whistle Blower Policy
- Anti-Bribery and Anti-Corruption Policy
- Sexual Harassment (POSH) Policy

These policies collectively support the Company's ESG objectives and responsible business practices.

6. ROLES AND RESPONSIBILITIES

The implementation and oversight of this ESG Policy shall be the responsibility of the Board of Directors and senior management.

The Board of Directors shall:

- Provide strategic direction on ESG matters
- Oversee ESG performance and risk management
- Review ESG disclosures and reporting

Management shall:

- Implement ESG initiatives and controls
- Ensure compliance with applicable laws and policies
- Monitor ESG performance and targets



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7. REVIEW AND AMENDMENT

This Policy shall be reviewed periodically to ensure its continued relevance and alignment with regulatory requirements, industry practices, and stakeholder expectations.

The Board of Directors may amend this Policy from time to time as deemed necessary.

8. EFFECTIVE DATE

This Policy shall be effective from the date of approval by the Board of Directors of the Company.

Approved by: 

Date:

06-04-2026