

## SCOPE:

This policy applies to our operations within Midas Safety and extends to our supply chain. We expect all of our employees, and suppliers to comply with this policy.

## PRINCIPLES:

Our Environment policy is based on the following principles:

- ❖ **Respect for human rights:** We respect the principles of the Universal Declaration of Human Rights as well as ILO conventions and believe in fulfilling all the human rights of our stakeholders, including our employees, customers, suppliers, and the communities in which we operate.
- ❖ **Sustainability:** Our goal is to conduct business in a way that is sustainable and continually improves and reduces the impact of our operations on the environment and society.
- ❖ **Ethics:** We conduct our business in an ethical manner and avoid corruption, bribery, anti-competitive behavior, anti-trust, and other unethical practices.

## COMMITMENTS:

### 1. General

- ❖ Ensure compliance with all relevant laws, national and international standards, and all other requirements for sustainable environmental and social management.
- ❖ Establish, maintain, and implement risk identification and mitigation mechanisms, and find opportunities for improvement through risk mitigation, avoidance, and substitution.
- ❖ Educate our employees on the importance of responsible consumption.
- ❖ Integrate Reduce, Reuse, and Recycle concepts throughout our processes.
- ❖ Assess the negative environmental aspects of our operations in terms of emissions, water, waste, energy, and material use and determine ways to reduce impacts.

### 2. Energy & Emissions

- ❖ Strive to reduce Scope -1, 2, and 3 emissions in our operations and in our supply chains.
- ❖ Ensure efficient use of energy through conservation, technology enhancement, and process improvement.
- ❖ Strive to reduce energy consumption outside the organization in upstream and downstream operations.
- ❖ Promote renewable energy options.
- ❖ Eliminate ozone depleting substances from all our refrigeration and air conditioning equipment.
- ❖ Work on reducing air emissions, including SO<sub>x</sub>, NO<sub>x</sub>, and Particulate Matter.

### 3. Water

- ❖ Evaluate water usage patterns, improve efficiency in water use, and acquire the latest technologies for water saving.
- ❖ Encourage the reuse of water and install systems for recycling at the factory.
- ❖ Ensure treating the water before discharge, keeping the parameters within legal allowable limits. Establish monitoring systems for water discharge parameters.

### 4. Waste

- ❖ Ensure proper waste segregation so that each type of waste is treated separately and to minimize hazardous waste by substitution, adapting proper handling procedures.
- ❖ Ensure to find vendors and ways to reuse, reclaim, and recycle waste so that waste going to landfills is avoided to the maximum and is used in some useful application.
- ❖ Ensure that the waste is safely disposed of through audits and contractual obligations created with vendors.
- ❖ Review waste generation and assess the need to increase investments in waste management techniques.

### 5. Material Management

- ❖ Enhance the use of renewable, recycled, biobased, and reclaimed materials. Reduce the use of non-renewable materials by replacing them with eco-friendly options.
- ❖ Enhance the use of recycled paper and plastic instead of virgin materials for packaging. Reduce the packaging material's weight and eliminate the use of plastic in packaging materials to curtail negative environmental impacts.
- ❖ Avoid procurement from restricted regions due to bonded labor, especially conflict minerals.

## 6. Chemical Management

- ❖ Maintain an up-to-date and accurate inventory of all relevant chemicals.
- ❖ Ensure proper chemical labelling in line with an internationally accepted standard.
- ❖ Adequate spill control mechanisms and safety precautions for any emergencies.
- ❖ Provide training and awareness to ensure safe and environmentally sustainable chemical management.

## 7. Product Stewardship

- ❖ Ensure that our products are free from harmful ingredients and restricted substances.
- ❖ Ensure that all products go through a comprehensive product launch procedure and are reviewed for all aspects of safety, marketing and labelling claims, and end-of-use disposal.
- ❖ At the time of development of new products, ensure, where possible, minimum use of resources, energy-efficient processes, recycled, renewable, and eco-friendly materials, less GHG emissions in manufacturing, and less waste at the end of use.

## IMPLEMENTATION

This policy will be implemented through several mechanisms, including:

- Training for all employees on our policy and the principles of responsible business conduct.
- Monitoring and auditing of our operations to ensure compliance with the policy.
- Grievance mechanisms for stakeholders to report concerns about our compliance with the policy.

## REVIEW

This policy will be reviewed periodically and communicated to relevant and interested parties, facilitating collaboration, and raising awareness about sustainable practices. The policy is linked to the latest GRI Standards, and any change in these standards triggers a review of this policy. The actions arising from this policy are linked with the respective responsible person's KPIs to ensure monitoring and compliance. Management is committed to continually improving the health, safety, and wellbeing of employees and communities.

## RESPONSIBILITY

Country heads and General Managers shall be responsible for communication, and implementation, of this policy. This policy will be reviewed periodically.

<b>Issue Date:</b> 12 <sup>th</sup> Sept, 2023	<b>Revision No:</b> 00	<b>Revision Date:</b>
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