
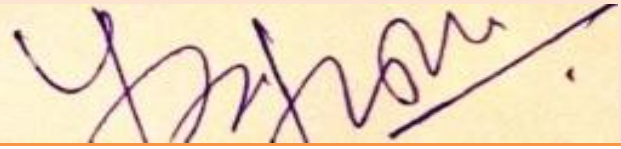


SUSTAINABILITY POLICY

Applicability	All Symbiotec Group of Companies
Policy Administration	
Initiated by	
Approved By	
With Effect From	05.01.2024
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SUSTAINABILITY POLICY

We at Symbiotec are committed towards Sustainable Development and growth as an integral part of its business philosophy. The company includes environmental and social considerations into all its strategic and operational decisions and believes that acting in a Sustainable manner is not only a business imperative, but also provides it with a competitive advantage in the long run. The company endeavors to:

- Uphold the Symbiotec' s values in our relationship with stakeholders and consider them as partners in our growth and development.
- Engage with local community in the vicinity of our operations to improve the overall quality of their lives in areas like Education, Employability, Entrepreneurship, Health and Sanitation in line with community priorities. We will also support the preservation and promotion of indigenous cultures and values.
- Motivate our human resources for superior performance and innovation through skill development, and by providing them a safe, fair and challenging work environment.
- Commit to conserve natural resources and ecology by (a) striving to be a leader in efficient management of natural resources, energy and wastes, and (b) minimizing the impact on the Ecology in our areas of operations.
- Promotes research and innovation, adopt cutting-edge technologies, green infrastructure, and clean energy wherever possible.
- Continue improvement in products and services to ensure customer delight.
- Deploy safe and environmentally friendly processes for our products and services.
- Ascertain and continually improve the safety and environmental efficiency of our customers and their products which use our products and services.
- Continuously engage with our employees, partners in the supply chain and other stakeholders to build awareness on sustainability, identify opportunities and promote adoption of Sustainable practices.
- Perform better than applicable legal requirements in the socio-economic and environmental areas.
- Measure and Report our Sustainability performance and initiatives to our stakeholders annually.


ANIL SATWANI

(Managing Director)