



SARDA ENERGY & MINERALS LIMITED

Regd. Off: 73-A, Central Avenue, Nagpur (MH.) 440018
Ph: +91-712-2722407; Fax: +91-712-2722107 Email: cs@seml.co.in
URL: www.seml.co.in CIN: L27100MH1973PLC016617

Environment, Social and Governance Policy

1. Preamble

The Environmental, Social, and Governance (ESG) Policy of Sarda Energy & Minerals Limited ("SEML / the Company") outlines the Company's commitment to sustainable business practices, encompassing the mitigation of environmental impacts, proactive management of material social issues, and the adoption of robust governance frameworks to ensure ethical and responsible operations.

2 Objectives and Scope

This Policy is intended to underscore the Company's dedication to delivering sustainable, long-term outcomes through its products, its supply chain, and the communities in which it conducts its operations. It sets out the Company's broad intent and strategic approach in relation to environmental and social performance. The Policy serves as a guiding framework for establishing the Company's ESG goals and performance targets. It is applicable across all operational activities of the Company and defines the sustainability-related commitments and responsibilities expected of all employees, as well as contractors working with or on behalf of the Company.

3 Effective Date

This Policy comes into effect from 23.05.2026.

4 Definitions

For the purpose of this Policy:

Company / SEML means Sarda Energy & Minerals Ltd.

Policy means this Environment, Social and Governance Policy

Board means Board of Directors of the Company

5 Policy Statement

The Company is committed to delivering sustainable, long-term outcomes through its products and services for the benefit of a broad range of stakeholders, throughout its supply chain and within the communities where it operates.

The Company's approach to sustainability is guided by the following principles:

- i) Integrating environmental, social, and governance considerations into its products and services.
- ii) Implementing sustainable practices, where feasible, through innovation and the sharing of best practices across the product value chain.
 - a) Acting responsibly as a steward of the natural environment by managing environmental impacts while simultaneously improving operational efficiency and value creation.
 - b) Acknowledging the social impact of its operations and giving due consideration to the needs and interests of the local communities in which it operates.

SEML: Environment, Social and Governance Policy



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To ensure adherence to these principles, the Company has adopted a sustainability management system-based approach. Under this approach, the Company periodically reviews its performance to identify material issues, sets improvement objectives, implements actions, monitors progress, and undertakes regular reviews. This framework supports the systematic development and continuous enhancement of the Company's sustainability performance for the benefit of all stakeholders.

The Company acknowledges that its operations have both a direct and indirect impact on the environment. The Company is committed to waste management, protection of the environment, compliance with all relevant legal obligations, and integrating sustainability and climate risks into all processes and stages of the product life cycle.

The depletion of natural resources and the threat of climate change have raised concerns about the environment and the potential financial impact on businesses. Sustainable options are increasingly being considered as part of investment choices. The issues are diverse but the main areas are:

- i) Waste Management and Climate Change
- ii) Sustainable Procurement
- iii) Responsible Disposal of Hazardous Waste & EPR Liability
- iv) Environment Management System including compliance with CTO/CTE/EC conditions issued by CPCB/CECB
- v) Continuous Emission Monitoring System (CEMS) and Ambient Air Quality Monitoring System (AAQMS)

6 Company's Commitment to Employees and a Sustainable Society

Sustainability is an integral element of the Company's business culture and a key pillar of its overall business strategy. The Company is committed to engaging with, educating, and empowering its stakeholders to collaboratively contribute toward the development of a more sustainable society. Inclusion, diversity, and equality are increasingly important considerations in the way businesses operate and create long-term value, and these areas are subject to growing attention from a wide range of stakeholders.

The Company evaluates the impact of its operations on employees, local communities, and society at large. In this context, the key areas of focus include:

- a) Ensuring occupational health and safety across all operations
- b) Engaging constructively with local communities affected by the Company's activities
- c) Upholding human rights and avoiding any direct or indirect involvement in human rights violations.
- d) Promoting equality, inclusion, and diversity within the workforce.
- e) Engaging with the supply chain to prevent the use or exploitation of child labour.



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7 Ethics and Governance

The Company has established clear policies and standards to promote responsible day-to-day conduct, encourage innovation, and effectively manage risks within a stringent regulatory environment. In this regard, the Company addresses a range of key areas, including health and safety, fraud prevention, anti-corruption practices, environmental protection, and other related matters.

In addition, the Company adopts the following approaches to ensure that sustainability considerations are adequately embedded within its operations. Corporate governance defines the rights, responsibilities, and accountability of the Company's management and leadership, encompassing its organizational structures, ethical values, and decision-making processes. These governance practices focus on the following key areas:

- a) Enhancing operational efficiency across the business
- b) Upholding high standards of business ethics and integrity
- c) Promoting diversity at the Board level
- d) Ensuring effective oversight of ESG related matters
- e) Engaging constructively with stakeholders

8 Responsibility and Administration of the Policy

The Company's Board holds overall responsibility for this Policy. However, all employees of the Company are responsible for complying with the ESG Policy and for supporting senior management in the effective implementation of related decision-making processes. This Policy is communicated to all employees and is maintained as publicly available on the Company's website.

9 Review and Amendment

The implementation of this Policy shall be monitored periodically to assess its effectiveness and alignment with organisational objectives.

The Policy shall be reviewed and updated as required to reflect changes in regulatory requirements, stakeholder expectations, or business context.