



RAVIRAJ FOILS LIMITED.

EHS PROCEDURE

HR DEPARTMENT	PAGE NO	Page 1 of 8
TITLE: Sustainability and Responsibility Policy	DOC. NO.	RFL/EHS/PR/37
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
	REVIEW DATE	19/08/2025
	SUPERSEDES	NIL

1. Purpose :

This policy outlines Raviraj Foils Ltd's commitment to establishing, implementing, and continuously improving sustainability practices in alignment with the Aluminium Stewardship Initiative (ASI) Performance Standard and the latest Global Reporting Initiative (GRI) standards. The policy integrates governance, environmental, and social principles into the company's operations, ensuring responsible and sustainable business practices.

2. Scope :

This policy applies to all employees, contractors, and stakeholders involved in the operations of Raviraj Foil Ltd, including the entire supply chain.

3. Governance :

3.1 Business Integrity

Objective: Ensure ethical business practices and compliance with all applicable laws and regulations.

Quantifiable Target: Achieve 100% compliance with legal and regulatory requirements annually.

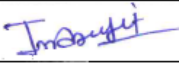
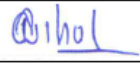
Roles & Responsibilities:

Board of Directors: Oversee the ethical conduct of the company.

Compliance Officer: Ensure adherence to all legal standards.

3.2 Policy and Management

Objective: Implement a robust management system for sustainability.

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EHS PROCEDURE

HR DEPARTMENT	PAGE NO	Page 2 of 8
TITLE: Sustainability and Responsibility Policy	DOC. NO.	RFL/EHS/PR/37
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
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Quantifiable Target: Develop and review all management policies annually.

Roles & Responsibilities:

HSE officer Develop and maintain sustainability policies.

Department Heads: Ensure policy implementation within their respective areas.

3.3 Materiality Assessment

Objective: Identify and prioritize material sustainability topics that reflect the company's significant impacts.

Approach: Conduct annual materiality assessments involving key stakeholders to ensure relevance and alignment with the company's sustainability goals.

3.4 Transparency

Objective: Maintain transparency in all operations and public disclosures.

Quantifiable Target: Publish an annual sustainability report by Q2 each year.

Roles & Responsibilities:

Communications Manager: Compile and disclose sustainability reports.

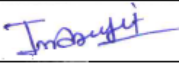
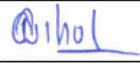
All Departments: Contribute data and insights for reporting.

3.5 Material Stewardship

Objective: Promote responsible sourcing, production, and recycling of materials.

Quantifiable Target: Increase the use of recycled materials by 20% by 2025.

Roles & Responsibilities:

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EHS PROCEDURE

HR DEPARTMENT	PAGE NO	Page 3 of 8
TITLE: Sustainability and Responsibility Policy	DOC. NO.	RFL/EHS/PR/37
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
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Procurement Team: Source materials that meet sustainability criteria.

Production Team: Optimize processes for material efficiency.

3.6 Stakeholder Engagement

Objective: Actively engage with stakeholders to understand their concerns and expectations.

Approach: Regularly consult with stakeholders, including employees, suppliers, customers, and the community, to inform the company's sustainability strategy.

4. Environmental Stewardship

4.1 Greenhouse Gas Emissions

Objective: Reduce carbon footprint in all operations.

Quantifiable Target: Reduce greenhouse gas emissions by 10% year-on-year.

Roles & Responsibilities:

HSE officer: Monitor and manage emissions.

Energy Team: Implement energy-saving measures.

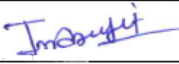
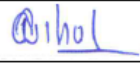
4.2 Emissions, Effluents, and Waste

Objective: Minimize environmental pollution.

Quantifiable Target: Achieve a 15% reduction in waste generation by 2025.

Roles & Responsibilities:

Waste Management Team: Implement waste reduction strategies.

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RAVIRAJ FOILS LIMITED. EHS PROCEDURE

HR DEPARTMENT	PAGE NO	Page 4 of 8
TITLE: Sustainability and Responsibility Policy	DOC. NO.	RFL/EHS/PR/37
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
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Facility Managers: Ensure compliance with waste management policies.

4.3 Water Stewardship

Objective: Ensure responsible water use.

Quantifiable Target: Reduce water consumption by 5% annually.

Roles & Responsibilities:

Water Management Team: Optimize water use in operations.

All Employees: Contribute to water-saving initiatives.

4.4 Biodiversity and Ecosystem Services

Objective: Protect and enhance biodiversity in operational areas.

Quantifiable Target: Implement at least two biodiversity enhancement projects by 2025.

Roles & Responsibilities:

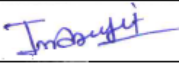
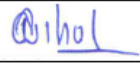
HSE officer: Identify and oversee biodiversity projects.

Operations Team: Integrate biodiversity considerations into daily activities.

4.5 Sustainability Context

Objective: Position Raviraj Foil Ltd's sustainability efforts within the broader context of global environmental and social goals.

Approach: Align company objectives with the UN Sustainable Development Goals (SDGs) and other relevant frameworks, demonstrating how our operations contribute to these global priorities.

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EHS PROCEDURE

HR DEPARTMENT	PAGE NO	Page 5 of 8
TITLE: Sustainability and Responsibility Policy	DOC. NO.	RFL/EHS/PR/37
	REV. NO.	00
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5. Social Responsibility

5.1 Human Rights

Objective: Uphold human rights in all company operations.

Quantifiable Target: Conduct annual human rights assessments and address any gaps.

Roles & Responsibilities:

Human Resources (HR): Ensure policies align with human rights standards.

All Employees: Adhere to the company's human rights policies.

5.2 Labour Rights

Objective: Ensure fair labor practices and working conditions.

Quantifiable Target: Achieve 100% compliance with labor laws and standards.

Roles & Responsibilities:

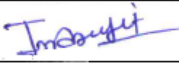
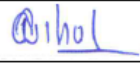
HR Manager: Monitor and enforce labor rights policies.

Supervisors: Ensure fair treatment of all workers.

5.3 Occupational Health and Safety

Objective: Maintain a safe and healthy workplace.

Quantifiable Target: Achieve a 0% accident rate annually.

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EHS PROCEDURE

HR DEPARTMENT

PAGE NO

Page 6 of 8

DOC. NO.

RFL/EHS/PR/37

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20/08/2024

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Roles & Responsibilities:

Health and Safety Officer: Oversee safety training and compliance.

All Employees: Follow safety protocols and report hazards.

6. Risk Assessment

Objective: Identify and mitigate risks associated with sustainability and operational practices.

Approach:

Conduct annual risk assessments covering all areas of operation.

Prioritize risks and develop mitigation strategies accordingly.

Assign responsibility for monitoring and addressing identified risks.

7. Training and Capacity Building

Objective: Build capacity and awareness among employees regarding sustainability practices.

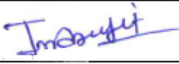
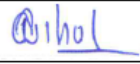
Quantifiable Target: Provide mandatory sustainability training to all employees twice a year.

Roles & Responsibilities:

Training Coordinator: Develop and deliver training programs.

Department Heads: Ensure employee participation in training sessions.

8. Continual Improvement

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EHS PROCEDURE

HR DEPARTMENT

PAGE NO

Page 7 of 8

TITLE: Sustainability and Responsibility Policy

DOC. NO.

RFL/EHS/PR/37

REV. NO.

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Objective: Continuously improve sustainability performance across all operations.

Approach:

Regularly review and update policies and practices based on performance data.

Engage stakeholders for feedback and incorporate their input into improvements.

Monitor progress towards sustainability goals and adjust strategies as needed.

9. Public Disclosure

Objective: Ensure public access to relevant sustainability information.

Approach:

Publish an annual sustainability report following GRI standards.

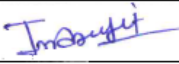
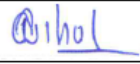
Update the company's website with relevant policy and performance information.

Engage with stakeholders through regular updates and reports.

This policy will be reviewed annually or upon significant changes in operations or external requirements, with updates made as necessary to ensure continuous alignment with best practices and stakeholder expectations.

10.0 REVISION HISTORY:

Sr. No.	Issue Date	Reason for revision	Revision No.	Obsolete Doc No.
1	20/08/2024	First Issue	00	-

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Page 8 of 8

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