HR DEPARTMENT	PAGE NO	Page 1 of 5
TITLE: Biodiversity Management Policy	DOC. NO.	**RFL/EHS/PR/71**
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
	REVIEW DATE	19/08/2025
	SUPERSEDES	NIL

1. Purpose

This policy establishes the framework for managing biodiversity and ecosystem services impacts at Raviraj Foils Ltd. It ensures that the company implements a Biodiversity Action Plan (BAP) to address material risks and impacts identified through biodiversity assessments, monitors effectiveness, and maintains transparency with stakeholders.

2. Scope

This policy applies to all facilities and operations of Raviraj Foils Ltd., including new projects and existing facilities. It covers the development, implementation, and review of the Biodiversity Action Plan.

3. Core Principles

Action Plan: Develop and implement a Biodiversity Action Plan with time-bound targets to mitigate material risks and impacts.

Qualified Specialist: Design the action plan with the expertise of a qualified specialist and aim for no net loss of biodiversity.

Consultation: Engage with affected populations, organizations, and Indigenous Peoples in developing and implementing the plan.

Review: Regularly review and update the action plan based on changes in business operations, control gaps, and effectiveness.

PREPARED BY:	CHECKED BY:	APPROVED BY:
[signature]	[signature]	[signature]
Safety Officer	Sr. EHS Officer	HR - Head
DATE: 20/08/2024	DATE: 20/8/2024	DATE: 20/08/2024

MASTER COPY

4. Biodiversity Action Plan

4.1 Implementation

Action Plan Development: Where material risks to biodiversity are identified, Raviraj Foils Ltd. will develop a Biodiversity Action Plan. This plan will:

Include time-bound targets and specific actions to address risks and impacts.

Be designed by a qualified specialist in accordance with the Biodiversity Mitigation Hierarchy.

Be developed in consultation with affected populations and organizations where possible.

Resourcing: Ensure adequate financial and human resources are allocated for the implementation and monitoring of the plan.

4.2 Integration

Mitigation Hierarchy: The Biodiversity Action Plan will incorporate the Biodiversity Mitigation Hierarchy:

Avoid: Prevent potential impacts by modifying designs or operations.

Minimize: Reduce impacts by implementing alternatives or adjustments.

Rehabilitate: Restore affected environments, especially in planning for closure or during operations.

Offset: Compensate for residual impacts through measures such as direct offsets or conservation grants.

Additional Actions: Include conservation actions that support the mitigation hierarchy but may not fit directly into the hierarchy categories.

5. Review and Monitoring

5.1 Review Schedule

Regular Reviews: The Biodiversity Action Plan and associated targets will be reviewed at least every five years.

Trigger-Based Reviews: Reviews will also occur if there are changes in business operations that alter material biodiversity risks, assessment indications of changes, or any control gaps.

5.2 Monitoring

Effectiveness Monitoring: Regularly monitor the effectiveness of the Biodiversity Action Plan. Implement measures to track progress towards achieving the set targets and outcomes.

Disclosure: Publicly disclose the latest version of the Biodiversity Action Plan and associated targets. Share updates with affected populations and organizations through annual reports and the company website.

6. Consultation and Engagement

6.1 Stakeholder Engagement

Consultation: Integrate ongoing consultation with affected populations and organizations into the Biodiversity Action Plan.

Participation: Ensure meaningful participation of Indigenous Peoples and local communities in the development and implementation of the plan.

7. Documentation and Reporting

7.1 Documentation

Records: Maintain detailed records of the Biodiversity Action Plan, including its development, implementation, monitoring results, and reviews. Ensure documentation is readily accessible for internal and external audits.

7.2 Reporting

Public Reporting: Report outcomes from the Biodiversity Action Plan in annual sustainability reports. Provide updates on the company website and upon request to stakeholders.

Transparency: Ensure transparency in reporting methodologies and progress toward biodiversity targets, following guidelines from relevant standards such as the IUCN Guidelines for Planning and Monitoring Corporate Biodiversity Performance.

8. Application

8.1 Facilities

Applicability: This policy applies to all facilities of Raviraj Foils Ltd. and is mandatory for all new projects and major changes affecting biodiversity.

8.2 Not Applicable

Exemptions: This policy does not apply if the risks and potential impacts identified through the risk assessment are documented as low.

9. Review and Continuous Improvement

9.1 Policy Review

Periodic Review: This policy will be reviewed at least every five years to ensure it remains effective and relevant.

Continuous Improvement: Raviraj Foils Ltd. is committed to continuously improving biodiversity management practices and incorporating feedback from reviews and stakeholder consultations.

10. Revision History:

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