



RAVIRAJ FOILS LIMITED.

EHS PROCEDURE

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TITLE: Leadership Policy for ESG-ASI Compliance	DOC. NO.	RFL/EHS/PR/96
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
	REVIEW DATE	19/08/2025
	SUPERSEDES	NIL

1. Purpose

This Leadership Policy outlines the structured approach and responsibilities within Raviraj Foils Ltd. for overseeing and implementing the company's Environmental, Social, and Governance (ESG) commitments according to the Aluminium Stewardship Initiative (ASI) Performance Standard.

2. Scope

This policy applies to the leadership and management of Raviraj Foils Ltd., specifically directing the roles of directors, senior managers, and other stakeholders in managing ESG matters.

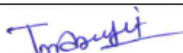
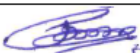
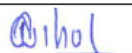
3. Policy Statement

Raviraj Foils Ltd. is committed to:

- Upholding and integrating ESG principles in line with the ASI Performance Standard.
- Continuously improving our management systems to enhance ESG performance across our operations.

4. Sustainability Committee

- **Formation and Composition:** A Sustainability Committee is formed consisting of the Director, Company Secretary, EHS Manager, and HR Head. This committee is responsible for the development, implementation, and periodic review of ESG policies.
- **Roles and Responsibilities:**
 - **Director:** Provides strategic direction and ensures the integration of ESG objectives with business goals.

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Safety Officer	Sr. EHS Officer	HR - Head
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- **Company Secretary:** Ensures compliance with legal and regulatory requirements and oversees the documentation and reporting of ESG activities.
- **EHS Manager:** Manages the implementation of environmental and safety initiatives, monitors performance, and advises on necessary adjustments.
- **HR Head:** Oversees the development and delivery of ESG-related training programs, manages resources for ESG activities, and is the signing authority for policy development and resource allocation.

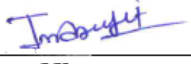
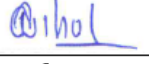
5. Implementation and Communication

- **Policy Implementation:** The Sustainability Committee will oversee the operational integration of ESG policies, ensuring alignment with Raviraj Foils' strategic objectives.
- **Communication:**
 - **Internal:** Communicate all ESG policies and updates internally to all employees through training sessions, internal newsletters, and the company intranet.
 - **External:** Make ESG policies accessible to external stakeholders via the company's website, press releases, and direct communications as appropriate.

6. Monitoring and Compliance

- **Regular Reviews:** Conduct annual reviews to assess the effectiveness of ESG policies, with additional reviews triggered by significant corporate events or changes in regulatory requirements.
- **Audits:** Perform internal and external audits to ensure compliance and identify areas for improvement.

7. Reporting and Accountability

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- **Transparency:** Maintain high levels of transparency in reporting ESG practices and performance to stakeholders.
- **Accountability:** Hold all levels of management accountable for enforcing ESG policies and achieving sustainability targets.

8. Continuous Improvement

- Encourage ongoing improvement in ESG performance through regular policy updates, continuous staff training, and stakeholder engagement.

9. Policy Communication

- Ensure that this policy is communicated to all employees and stakeholders to enhance awareness and understanding of Raviraj Foils' commitments.

10. Review and Update

- This policy shall be reviewed every five years or sooner if significant internal or external changes occur that could affect its relevance and effectiveness.

11. 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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Sr. EHS Officer

HR - Head

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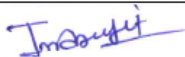
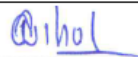


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Environmental and Social Impact Assessment Table

Impact Area	Specific Issue	Assessment Criteria	Impact Level	Mitigation Measures
Environmental Impacts	Air Emissions	ASI, GRI Standards	High	Install advanced air treatment systems to reduce emissions of VOCs and particulates. Regular maintenance and monitoring of emission control systems.
	Water Usage and Quality	ASI, GRI Standards	High	Implement water recycling processes. Use water-efficient technologies and check for leaks and inefficiencies in the water use system.
	Waste Management	ASI, GRI Standards	High	Enhance waste segregation practices. Increase the proportion of waste recycled and ensure safe disposal of hazardous waste. Partner with certified waste management providers.

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Impact Area

Specific Issue

Assessment Criteria

Impact Level

Mitigation Measures

Chemical Management

ASI, GRI Standards

High

Use less harmful alternatives where possible. Implement proper storage, handling, and disposal procedures for chemicals to prevent leaks and spills.

Energy Consumption

ASI, GRI Standards

Medium

Transition to renewable energy sources where feasible. Improve energy efficiency through upgraded equipment and energy management systems.

Biodiversity Impact

ASI, GRI Standards

Medium

Conduct biodiversity assessments. Implement management plans to mitigate impacts on local ecosystems, especially for operations located near sensitive areas.

Social Impacts

Community Engagement

ASI, GRI Standards

High

Develop a community engagement program that includes regular dialogue with community leaders and other stakeholders to address their concerns and enhance community benefits.

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Impact Area

Specific Issue

Assessment Criteria

Impact Level

Mitigation Measures

Employee Relations

ASI, GRI Standards

High

Foster an inclusive workplace culture. Implement fair labor practices, provide competitive wages and benefits, and ensure all employees have access to grievance mechanisms.

Health and Safety

ASI, GRI Standards

High

Conduct regular health and safety training for all employees. Ensure all safety equipment is up to date and conduct regular safety drills.

Indigenous Rights

ASI, GRI Standards

Medium

Respect the rights of indigenous populations by ensuring their lands are not used without informed consent. Engage with indigenous communities to understand and mitigate any potential impacts.

Local Economic Impact

ASI, GRI Standards

Medium

Support local economic development through hiring local workforce, sourcing local materials, and participating in community development projects.

Public Health

ASI, GRI Standards

Medium

Ensure operations do not adversely affect public

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Impact Area

**Specific
Issue**

**Assessment
Criteria**

**Impact
Level**

Mitigation Measures

health by controlling
emissions and effluents.
Implement health
programs for the
community if necessary.

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