



**RAVIRAJ FOILS LIMITED.
EHS PROCEDURE**

HR DEPARTMENT

PAGE NO

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**TITLE: Environmental and Social Impact
Management Plan**

DOC. NO.

RFL/EHS/PR/108

REV. NO.

00

EFFECTIVE DATE

20/08/2024

REVIEW DATE

19/08/2025

SUPERSEDES

NIL

1. Purpose

To mitigate environmental and social impacts of operations at Raviraj Foils Ltd., ensuring compliance with ASI and GRI standards while promoting sustainable and socially responsible practices.

2. Objectives

1. Minimize environmental impacts and promote resource efficiency.
2. Enhance social well-being and engagement with stakeholders.
3. Ensure compliance with local and international environmental and social standards.
4. Foster continuous improvement in environmental and social performance.

3. Environmental Impact Management

Impact Area	Management Plan	Responsible Team	Timeline
Air Emissions	- Install advanced air treatment systems for VOC and particulate reduction. - Regularly maintain and monitor emission control systems. - Implement water recycling systems.	Environmental Team	Continuous
Water Usage and Quality	- Use water-efficient technologies and inspect for leaks. - Regular water quality monitoring to ensure compliance with standards.	Utilities and Maintenance Team	Within 12 months

PREPARED BY:

Imayeti

CHECKED BY:

[Signature]

APPROVED BY:

@ihol

Safety Officer

Sr. EHS Officer

HR - Head

DATE: 20/08/2024

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Impact Area

Management Plan

**Responsible
Team**

Timeline

**Waste
Management**

- Enhance segregation practices.
- Partner with certified waste management providers for hazardous waste disposal.
- Increase the recycling ratio to 85% by 2026.
- Adopt less harmful chemical alternatives.

Environmental and
EHS Team

Quarterly
Review

**Chemical
Management**

- Conduct regular training on proper storage, handling, and disposal practices.
- Monitor storage areas for leaks.

Operations and
Safety Team

Ongoing

**Energy
Consumption**

- Transition to renewable energy sources.
- Upgrade to energy-efficient machinery.
- Implement energy management systems.

Energy Efficiency
Team

Within 24
months

**Biodiversity
Impact**

- Conduct biodiversity assessments for new projects.
- Develop management plans for operations near sensitive areas.

Environmental and
Project Teams

Annually

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4. Social Impact Management

Impact Area

Management Plan

Responsible Team

Timeline

**Community
Engagement**

- Establish regular dialogue with local communities.
- Develop community programs focused on education, health, and infrastructure.

Corporate Social
Responsibility (CSR)
Team

Quarterly
Updates

**Employee
Relations**

- Promote diversity and inclusion in the workplace.
- Ensure fair wages and benefits.
- Strengthen grievance mechanisms for employee concerns.

Human Resources
(HR) Team

Continuous

**Health and
Safety**

- Conduct safety drills every 6 months.
- Upgrade personal protective equipment (PPE).
- Train employees on health and safety protocols regularly.

Safety and
Compliance Team

Bi-annual
Review

**Indigenous
Rights**

- Ensure Free, Prior, and Informed Consent (FPIC) before using indigenous lands.
- Actively engage with indigenous communities to address concerns.

Compliance and
Legal Team

As Needed

**Local Economic
Impact**

- Hire 60% of the workforce locally.

Procurement and
CSR Teams

Within 12
months

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Impact Area

Management Plan

Responsible Team

Timeline

Public Health

- Source 50% of materials from local suppliers.
- Participate in community development projects.
- Control emissions and effluents to prevent community health impacts.
- Develop health outreach programs for surrounding communities.

EHS and CSR Teams

Semi-Annual
Review

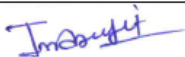
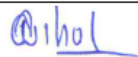
5. Monitoring and Evaluation

- **Key Performance Indicators (KPIs):**
 - Reduction in VOC and particulate emissions.
 - Percentage of waste recycled.
 - Number of community engagement sessions.
 - Reduction in workplace injuries.
- **Frequency:** Quarterly monitoring and annual review.
- **Reporting:** Results to be included in the annual sustainability report.

6. Training and Capacity Building

- Provide regular training sessions for employees and contractors on environmental and social best practices.
- Develop awareness programs for local communities on health, safety, and environmental conservation.

7. Continual Improvement

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- Establish a feedback mechanism for internal and external stakeholders to suggest improvements.
- Conduct annual audits to identify gaps and implement corrective actions.

8. Governance and Responsibility

- **Board of Directors:** Oversee policy implementation and ensure alignment with company goals.
- **Environmental and Social Teams:** Implement and monitor management plans.
- **EHS Department:** Ensure compliance with health, safety, and environmental standards.

9. Revision History

The Environmental and Social Impact Management Plan will be reviewed and updated annually to incorporate stakeholder feedback and align with regulatory changes.

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

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