

Emami* LIMITED



**Commitment to Accountability
Responsibility and Environment**

Introduction

At Emami Limited, sustainability is not a choice—it is a core commitment. Rooted in decades of ethical business practices and consumer trust, Emami has formalized its Environmental, Social, and Governance (ESG) agenda through this CARE Policy Framework—a strategic blueprint that stands for Commitment to Accountability, Responsibility, and Environment. This framework reflects the company’s deep belief that business success must align with societal well-being and environmental stewardship. The CARE Framework comprises integrated policies that span key areas across the entire ESG spectrum. Each policy is goal-oriented, measurable, and guided by robust governance aligned with the Sustainable Development Goals (SDGs), National Guidelines on Responsible Business Conduct (NGRBC), and relevant ILO and UN conventions. In every aspect, CARE is a reflection of Emami’s core values and its pledge to grow responsibly, purposefully, and sustainably. In case of inconsistency between this framework or any of constituent policies and the prevailing law, the extant law will prevail.

Additionally, Emami Ltd. has adopted various policies as required under the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, which may be accessed on the Company’s website <https://www.emamilttd.in/investors/codes-and-policies/>.

Scope

The CARE Framework shall serve as a guiding document to promote and enhance the culture of responsible business conduct across all business units and geographic locations. To support transparent implementation and accountability, accessible grievance mechanisms are established under this framework. These allow employees, suppliers, community members, and all other stakeholders to confidentially raise concerns or report potential violations, with assurance of fair resolution and a strong non-retaliation commitment.

Governance

A dedicated ESG team, led by a senior executive, will serve as the custodian of the framework and coordinate its execution across the organization. This team will provide focused guidance, monitor progress, and offer subject-matter support on material ESG aspects to the respective departments accountable for each policy area. The ESG & CSR Committee of the Board shall have overall oversight for the effective implementation of the CARE Policy Framework.

Review

The ESG & CSR Committee shall periodically review the CARE Policy Framework to ensure its continued relevance. As a dynamic document, it will be updated to reflect emerging risks, stakeholder expectations, regulatory changes, and global best practices. Head of respective departments shall revise their respective policies as needed which will be presented to the ESG & CSR Committee for approval after.

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CLIMATE ACTION POLICY

1. Policy Statement

Emami Ltd. recognizes climate change as one of the most pressing global challenges and is committed to taking decisive action to reduce greenhouse gas emissions across our operations and value chain. We aim to contribute to global climate goals by implementing comprehensive mitigation strategies, enhancing climate resilience, and fostering low-carbon innovation while maintaining business growth and competitiveness.

2. Purpose and Scope

This policy establishes a framework for addressing climate change impacts throughout Emami Ltd.'s operations, manufacturing facilities, distribution networks, and supply chains. It guides our approach to emissions reduction, climate risk management, energy transition, and transparent climate-related reporting in alignment with international standards and national commitments.

3. Objectives

- Work towards year-on-year reduction in absolute Scope 1 and Scope 2 emissions, with a long-term goal of achieving Net Zero.
- Increase renewable energy share and implement energy efficiency measures across operations.
- Transition to low-emission technologies and optimize processes to cut emissions.
- Engage suppliers and partners on climate targets, innovation, and sustainable practices.
- Develop low-carbon products and services that support climate resilience and adaptation.
- Integrate climate considerations into strategy, investments, and business continuity planning.
- Strengthen operational and supply chain resilience to climate risks.
- Collaborate through industry platforms and advocate for progressive climate action.
- Ensure transparent communication on climate risks, opportunities, and progress.

4. Governance

- A dedicated ESG Team shall coordinate initiatives across business units and report quarterly to executive leadership.
- Department heads shall be responsible for implementing the policy within their departments.
- Climate performance indicators shall be integrated into executive compensation structures.

5. Policy Review

This policy will be reviewed periodically by the ESG team and updated to reflect evolving climate science, regulatory developments, stakeholder expectations, and technological advancements. The effectiveness of implementation will be evaluated through greenhouse gas accounting, scenario analysis, and climate risk assessments to ensure continuous improvement and alignment with national and global climate goals.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 2: Business should provide goods and services in a sustainable and safe manner
Principle 6: Businesses should respect and make efforts to protect and restore the environment

Field	Description
Document Title	Emami Limited Climate Action Policy
Document Number	ELPF/2025/01/ 001
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

SUSTAINABLE SOURCING POLICY

1. Policy Statement

Emami Ltd. is committed to ethically and responsibly sourcing materials, ingredients, and services across our entire supply chain. We aim to minimize environmental impacts, ensure social responsibility, and promote economic fairness while maintaining the highest quality standards for our products. Our sustainable sourcing practices seek to protect biodiversity, support community livelihoods, and create shared value for all stakeholders involved in our supply network.

2. Purpose and Scope

This policy establishes guidelines for incorporating sustainability criteria into all procurement decisions and supplier relationships at Emami Ltd. It applies to the sourcing of all materials and services and third party manufacturing across all business units and geographic locations. The policy guides our approach to supplier selection, evaluation, development, and long-term partnership building.

3. Objectives

- Ensure ethical, transparent, and responsible procurement practices across the supply chain
- Uphold fair labor practices, human rights, and safe working conditions; prohibit forced and child labor across the supplier network
- Conduct regular assessments and strengthen grievance and remediation mechanisms to promote responsible and ethical sourcing.
- Build supplier capabilities through training, knowledge sharing, and recognition for sustainability leadership.
- Integrate sustainability criteria in all procurement decisions and supplier evaluations.
- Prioritize sourcing of materials with reduced environmental impact (carbon, water, and ecological footprint).
- Promote circularity by using recycled, renewable, and bio-based materials; reduce materials of concern.
- Collaborate with suppliers on packaging reduction, waste minimization, and take-back/recycling programs.
- Encourage biodiversity conservation and regenerative agriculture in sourcing practices
- Promote local, regional, and diverse suppliers, including small-scale producers and indigenous communities.
- Create shared value through long-term supplier partnerships and innovation-driven collaborations.

4. Governance

- The CPD, CQA, and ESG team shall be responsible for implementation of this policy.
- The ESG Team and/or CQA shall conduct supplier assessments, monitor compliance, and drive improvement initiatives.

5. Policy Review

This policy will be reviewed periodically by the Procurement and ESG teams and updated to reflect emerging sustainability standards, regulatory requirements, stakeholder feedback, and market developments. The effectiveness of implementation will be evaluated through supplier audits, traceability assessments, and impact measurements to ensure continuous improvement and alignment with global best practices.

Footnotes

- **Sustainable Development Goals (SDGs):**



- **National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 2: Business should provide goods and services in a sustainable and safe manner

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Principle 8: Businesses should support inclusive growth and equitable development

Field	Description
Document Title	Emami Limited Sustainable Sourcing Policy
Document Number	ELPF/2025/01/ 002
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

WATER MANAGEMENT POLICY

1. Policy Statement

Emami Ltd. recognizes water as a precious and finite resource essential to our operations, communities, and ecosystems. We are committed to responsible water stewardship through efficient usage, quality preservation, watershed protection, and collaborative management approaches. Our water management practices aim to minimize our water footprint while ensuring sustainable access for all stakeholders in regions where we operate.

2. Purpose and Scope

This policy establishes a framework for comprehensive water management across Emami Ltd.'s manufacturing facilities, Office Locations, supply chains, and product development processes. It guides our approach to water conservation, wastewater treatment, water risk assessment, and community water initiatives to ensure responsible consumption and discharge throughout our value chain.

3. Objectives

- Work towards reducing water intensity year-on-year, with the long-term goal of achieving water neutrality.
- Enhance water efficiency through initiatives focussed on recycling, reuse, and replenishment.
- Adopt water-efficient technologies across all production processes to optimize consumption.
- Endeavour to minimize and ultimately eliminate wastewater discharge into natural water bodies.
- Maximize reuse of wastewater by treating effluents to standards exceeding regulatory requirements.
- Support watershed management initiatives in communities surrounding key operational sites to support local water resilience.
- Monitor the Water Quality Index at key discharge points and ensure compliance to statutory regulations.

4. Governance

- The ESG Team shall coordinate implementation across facilities and supply chains.
- Site/ Factory managers shall be accountable for water efficiency and quality targets at their respective locations.
- Cross-functional teams (Manufacturing, Quality, R&D, ESG) shall collaborate on water conservation innovations.
- Water performance indicators will be reviewed monthly at operational levels and quarterly by leadership.

5. Policy Review

This policy will be reviewed periodically by the ESG and Operations teams and updated to reflect emerging water management technologies, regulatory requirements, water stress projections, and stakeholder concerns. The effectiveness of implementation will be evaluated to ensure continuous improvement and adaptation to changing water availability conditions.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 2: Business should provide goods and services in a sustainable and safe manner

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Principle 8: Businesses should support inclusive growth and equitable development

Field	Description
Document Title	Emami Limited Water Management Policy
Document Number	ELPF/2025/01/ 003
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

WASTE MANAGEMENT POLICY

1. Policy Statement

Emami Ltd. is committed to responsible waste management by prioritizing prevention of wastage, minimization, and resource recovery across our operations and value chain. Guided by the waste hierarchy—reduce, reuse, recycle, recover, and dispose as a last resort. Our approach aims to transition toward zero waste operations while promoting a circular economy model that transforms waste into valuable resources and minimizes environmental impacts.

2. Purpose and Scope

This policy establishes a framework for managing all waste streams generated throughout Emami Ltd.'s manufacturing facilities, offices, distribution centres, and product end-of-life. It guides our approach to waste segregation, hazardous materials handling, recycling programs, and innovative solutions to ultimately eliminate waste while at minimum, ensuring compliance with all applicable regulations.

3. Objectives

- Strive towards zero waste to landfill across all manufacturing facilities through continuous improvement and innovation.
- Work to reduce total waste generation and waste intensity on a year-on-year basis.
- Maximize diversion of non-hazardous waste through recycling, composting, and recovery initiatives.
- Achieve plastic neutrality by leveraging recycling credits and maintain it.
- Foster industrial symbiosis by repurposing by-products as inputs for other industries or processes.
- Promote the safe and responsible disposal of hazardous waste through authorized recyclers and treatment facilities.
- Endeavour to minimize food waste in canteens through awareness building.
- Maximize end-of-life recovery of products and ensure their environmentally responsible disposal through appropriate channels.
- Ensure compliance with all applicable laws and regulations regarding waste generation and management.

4. Governance

- The ESG team shall coordinate implementation across all facilities and departments.
- Site / Factory managers shall be accountable for waste reduction targets at their respective locations.
- Cross-functional teams shall identify waste reduction opportunities and develop innovative solutions.

- Comprehensive waste tracking systems to monitor generation, segregation, and disposal pathways for all waste streams shall be in place.
- Waste performance indicators will be reviewed monthly at the facility level and quarterly by leadership.

5. Policy Review

This policy will be reviewed periodically by the ESG team and updated to reflect evolving waste management technologies, regulatory changes, stakeholder expectations, and emerging circular economy approaches. The effectiveness of implementation will be evaluated through waste audits, material flow analyses, and life cycle assessments to ensure continuous improvement in resource efficiency and waste reduction.

Footnotes

- **Sustainable Development Goals (SDGs):**



- **National Guidelines on Responsible Business Conduct (NGRBC) Principles:**
 Principle 2: Business should provide goods and services in a sustainable and safe manner
 Principle 6: Businesses should respect and make efforts to protect and restore the environment
 Principle 9: Businesses should engage with and provide value to consumers in a responsible manner

Field	Description
Document Title	Emami Limited Waste Management Policy
Document Number	ELPF/2025/01/ 004
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Last Review Date	16/05/2025
Status	Active

ENERGY EFFICIENCY POLICY

1. Policy Statement

Emami Ltd. is committed to optimizing energy consumption across all operations through systematic efficiency improvements, technological innovation, and behavioral change. We recognize energy efficiency as a cornerstone of our sustainability strategy and business competitiveness, delivering simultaneous benefits in cost reduction, emissions mitigation, and resource conservation while maintaining operational excellence and product quality.

2. Purpose and Scope

This policy establishes a framework for implementing energy efficiency measures throughout Emami Ltd.'s manufacturing facilities, offices, warehouses, and transportation networks. It guides our approach to energy management systems, efficiency investments, performance monitoring, and capacity building to drive continuous improvement in energy productivity across all business functions.

3. Objectives

- Work towards reducing energy intensity year-on-year through continuous efficiency improvements.
- Progressively implement Energy Management System across all manufacturing facilities to support optimized energy use.
- Integrate energy performance criteria for all new equipment purchases and facility designs processes.
- Progressively upgrade lighting systems to energy-efficient LED technology.
- Implement energy-efficient HVAC systems to drive measurable improvements in energy performance.
- Establish energy recovery systems in energy-intensive processes to effectively capture and utilize waste heat.
- Optimize compressed air systems with improvement through leak detection and system upgrades.

4. Governance

- The ESG Team shall coordinate implementation across facilities with dedicated person at each site.
- Factory / Site managers shall be accountable for energy performance targets at their respective locations.
- Cross-functional teams shall conduct energy audits, implement efficiency projects, and track performance.
- Energy performance indicators will be reviewed monthly at facility level and quarterly by leadership.

5. Policy Review

This policy will be reviewed periodically by the Operations and ESG teams and updated to reflect technological advancements, regulatory developments, energy market trends, and organizational changes. The effectiveness of implementation will be evaluated through energy audits, benchmarking against industry standards, and return-on-investment analyses to ensure continuous improvement in energy productivity and strategic alignment with business objectives.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 2: Business should provide goods and services in a sustainable and safe manner

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Field	Description
Document Title	Emami Limited Energy Efficiency Policy
Document Number	ELPF/2025/01/ 005
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Status	Active

PRODUCT LIFE CYCLE POLICY

1. Policy Statement

Emami Ltd. is committed to integrating sustainability throughout the entire product life cycle, from raw material selection and acquisition through manufacturing, distribution, usage, and end-of-life management. We aim to minimize environmental impacts, optimize resource use, enhance product performance, and create shared value while addressing sustainability challenges at each stage of our products' journey from creation to disposal or regeneration.

2. Purpose and Scope

This policy establishes a framework for assessing and improving the environmental, social, and economic performance of all Emami Ltd. products across their complete life cycle. It guides our approach to sustainable design, material selection, manufacturing processes, distribution methods, consumer usage, and end-of-life considerations for all current and future products across our diverse portfolio of personal care, healthcare, and wellness offerings.

3. Objectives

- Progressively implement Extended Producer Responsibility across all product lines to support sustainable end-of-life management.
- Undertake comprehensive Life Cycle Assessments (LCAs) for key products to better understand and reduce their environmental impact.
- Incorporate sustainable design principles in development of all new products, wherever feasible.
- Include recyclability as criteria in new product development evaluations.
- Proactively eliminate substances of concern from all formulations, going beyond regulatory compliance.
- Develop collaborative partnerships for effective take-back and recycling programs.
- Ensure communication of product usage and disposal guidelines that minimize environmental impacts during consumer use and disposal.

4. Governance

- The ESG Team shall coordinate implementation across R&D, procurement, Packaging, operations, and marketing departments.
- Cross-functional Teams shall lead life cycle assessments and drive the implementation of strategies for continuous environmental improvement.

5. Policy Review

This policy will be reviewed periodically by the ESG teams and updated to reflect advances in life cycle assessment methodologies, emerging regulatory requirements, stakeholder expectations, and scientific developments in sustainability science. The effectiveness of

implementation will be evaluated through product life cycle assessments, sustainability impact measurements, and comparative benchmarking to ensure continuous improvement across the product portfolio.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 2: Business should provide goods and services in a sustainable and safe manner

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Principle 9: Businesses should engage with and provide value to consumers in a responsible manner

Field	Description
Document Title	Emami Limited Product Life Cycle Policy
Document Number	ELPF/2025/01/ 006
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

PRODUCT SAFETY POLICY

1. Policy Statement

Emami Ltd. is committed to ensuring the highest standards of product safety and quality across our entire portfolio. We prioritize consumer well-being through rigorous hazard identification, risk assessment, and control measures at every stage of the product life cycle. Our uncompromising approach to product safety reflects our core values of consumer trust, ethical responsibility, and excellence in all aspects of our business operations.

2. Purpose and Scope

This policy establishes a comprehensive framework for identifying, evaluating, and mitigating potential safety risks for all products of Emami Ltd. It applies to all stages of the product life cycle, including research, development, raw material selection, manufacturing, packaging, labelling, distribution, consumer use, and disposal. The policy guides our approach to formulation standards, quality control, regulatory compliance, supplier qualification, and post-market surveillance.

3. Objectives

- Strengthen quality control systems with the goal of eliminating product recalls related to safety concerns.
- Implement proactive safety-by-design principles in all new product development processes.
- Strive to conduct comprehensive safety risk assessments for all ingredients and formulations, exceeding regulatory requirements.
- Proactively phase out ingredients associated with emerging safety concerns ahead of regulatory restrictions.
- Develop and maintain a comprehensive Product Safety Database with detailed toxicological profiles.
- Implement robust batch testing protocols exceeding industry standards for all product categories.
- Aim to achieve and maintain Good Manufacturing Practices (GMP) certification across all manufacturing sites.
- Work towards establishing a comprehensive post-market surveillance system
- Introduce a system to gather consumer feedback and facilitate timely and effective resolution of concerns.

4. Governance

- The CQA Head shall oversee product safety strategy with direct reporting to the CEO - R&D and Innovation.
- Site/ Facility Quality Managers are accountable for implementing Good Manufacturing Practices at their respective locations.

- Cross-functional Product Safety Teams shall conduct regular safety assessments and implement corrective actions.
- Comprehensive quality management systems shall be used to monitor compliance with safety standards and specifications.
- Quarterly reviews will be conducted to identify trends and improvement opportunities.

5. Policy Review

This policy will be reviewed periodically by the CQA, Research & Development, and Regulatory Affairs teams and updated to reflect emerging safety science, regulatory developments, industry best practices, and stakeholder concerns. The effectiveness of implementation will be evaluated through internal audits, consumer feedback analysis, and benchmarking against leading safety standards to ensure continuous improvement in product safety performance.

Footnotes

- **Sustainable Development Goals (SDGs):**



- **National Guidelines on Responsible Business Conduct (NGRBC) Principles:**
Principle 2: Business should provide goods and services in a sustainable and safe manner
Principle 9: Businesses should engage with and provide value to consumers in a responsible manner

Field	Description
Document Title	Emami Limited Product Safety Policy
Document Number	ELPF/2025/01/ 007
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

BIODIVERSITY CONSERVATION POLICY

1. Policy Statement

Emami Ltd. recognizes the intrinsic value of biodiversity and ecosystem services and acknowledges our responsibility to protect and enhance biological diversity across our operations and supply chains. We are committed to preventing biodiversity loss, promoting ecosystem regeneration, and contributing to the conservation of natural habitats while ensuring the sustainable use of biological resources in our products and manufacturing processes.

2. Purpose and Scope

This policy establishes a framework for biodiversity conservation and management throughout Emami Ltd.'s direct operations, supply chains, and product sourcing networks. It guides our approach to biodiversity risk assessment, conservation action planning, sustainable resource utilization, ecosystem restoration, and transparent reporting on biodiversity impacts and dependencies across all business activities.

3. Objectives

- Undertake biodiversity impact assessments for operations and key supply chain partners to better understand and manage ecological footprints.
- Develop and gradually implement biodiversity action plans at all company-owned facilities, including initiatives such as habitat creation and invasive species management.
- Prioritize sourcing of bio-based ingredients from suppliers that follow biodiversity conservation practices.
- Work towards phasing out ingredients associated with deforestation or habitat degradation.
- Promote biodiversity-friendly landscaping at all company facilities wherever feasible.
- Integrate biodiversity screening criteria into the selection process for new product ingredients and packaging materials.

4. Governance

- The ESG Team shall coordinate implementation across operations and supply chains.
- Cross-functional teams, including Sourcing, R&D, ESG, and Operations, shall collaborate on biodiversity-friendly product development and sourcing.
- Biodiversity performance will be reviewed quarterly by the leadership team.

5. Policy Review

This policy will be reviewed periodically by the ESG team and updated to reflect advances in conservation science, evolving regulatory requirements, stakeholder expectations, and national and international biodiversity frameworks. The effectiveness of implementation will be evaluated through surveys, biodiversity impact assessments, and partnership outcomes to ensure continuous improvement in biodiversity performance.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Principle 8: Businesses should support inclusive growth and equitable development

Field	Description
Document Title	Emami Limited Biodiversity Conservation Policy
Document Number	<i>ELPF/2025/01/ 008</i>
Version Number	<i>1.0</i>
Last Review Date	16/05/2025
Status	Active

REGENERATIVE AGRICULTURE POLICY

1. Policy Statement

Emami Ltd. is committed to advancing regenerative agricultural practices throughout our natural ingredient supply chains to restore soil health, enhance biodiversity, improve water cycles, increase carbon sequestration, and support farmer livelihoods. We recognize regenerative agriculture as an essential approach to building resilient agricultural systems that heal ecosystems while providing high-quality, nutrient-rich ingredients for our products.

2. Purpose and Scope

This policy establishes a framework for transitioning our agricultural sourcing toward regenerative practices across all botanical, herbal, and plant-based ingredients used in Emami Ltd. products. It guides our approach to supplier partnerships, farmer capacity building, agricultural research, outcome measurement, and transparent reporting on regenerative practices and their environmental and social impacts.

3. Objectives

- Gradually transition priority agricultural ingredients to regenerative farming practices.
- Foster direct partnerships with farmers committed to implementing regenerative agriculture methods.
- Promote reduction of synthetic agricultural chemical use in supply chains.
- Support implementation of water conservation practices in partner farms.
- Enhance on-farm biodiversity.
- Support increased carbon sequestration in agricultural soils across partner farms through sustainable farming practices.
- Develop transparent traceability systems to document regenerative practices and their outcomes.

4. Governance

- The CPD, ESG and Bio Resource teams shall coordinate implementation across supply chains and farmer networks.
- Cross-functional teams shall collaborate on regenerative ingredient specifications and standards.

5. Policy Review

This policy will be reviewed periodically by the CPD, Bio Resource and ESG teams and updated to reflect advances in regenerative agriculture science, evolving market conditions, stakeholder feedback, and measured outcomes from implementation. The effectiveness of implementation will be evaluated through field assessments, biodiversity monitoring, and surveys to ensure continuous improvement in regenerative agricultural outcomes.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Principle 8: Businesses should support inclusive growth and equitable development

Field	Description
Document Title	Emami Limited Regenerative Agriculture Policy
Document Number	ELPF/2025/01/ 009
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

SUSTAINABLE PACKAGING POLICY

1. Policy Statement

Emami Ltd. is committed to transforming our packaging systems by adopting sustainable solutions that reduce environmental impact while preserving product integrity, consumer convenience, and brand identity. We strive to develop packaging that is resource-efficient, circular by design, and supports waste reduction across our entire product portfolio.

2. Purpose and Scope

This policy establishes a framework for adopting sustainable packaging practices that reduce environmental impact, promote circularity, and enhance resource efficiency. It applies to all packaging materials and covers the entire packaging lifecycle—from design and sourcing to use and end-of-life management—encompassing primary, secondary, and tertiary packaging across all sales channels and geographic markets.

3. Objectives

- Achieve plastic neutrality across all operations through robust collection and recycling initiatives.
- Endeavour for 100% recyclable, reusable, or compostable packaging across all product lines.
- Progressively eliminate all unnecessary single-use plastic packaging components.
- Integrate post-consumer recycled content in plastic packaging wherever feasible.
- Aim to include clear recycling instructions and material identification on all consumer packs to help promote responsible disposal.

4. Governance

- The Packaging Team shall coordinate implementation across product development, procurement, and marketing functions.
- Cross-functional Teams shall develop sustainable packaging solutions for each product category and maintain a comprehensive packaging database to track material composition, recyclability, and sustainability metrics.
- Packaging performance indicators will be reviewed quarterly by leadership team to support continuous improvement.

5. Policy Review

This policy will be reviewed periodically by the Packaging Development and ESG teams and updated to reflect advances in sustainable materials, recycling technologies, regulatory developments, consumer expectations, and market trends. The effectiveness of implementation will be evaluated through packaging life cycle assessments, material flow analyses, and

consumer feedback to ensure continuous improvement in packaging sustainability performance.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 2: Business should provide goods and services in a sustainable and safe manner

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Principle 9: Businesses should engage with and provide value to consumers in a responsible manner

Field	Description
Document Title	Emami Limited Sustainable Packaging Policy
Document Number	ELPF/2025/01/ 010
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

ZERO DEFORESTATION POLICY

1. Policy Statement

Emami Ltd. is committed to eliminating deforestation and forest degradation due to our operations and supply chains. We recognize forests as vital ecosystems providing essential services for climate regulation, biodiversity conservation, water security, and community livelihoods. Our approach aims to ensure that our business activities contribute to forest conservation and restoration while respecting the rights of forest-dependent communities.

2. Purpose and Scope

This policy establishes a framework for achieving and maintaining zero deforestation across all of Emami Ltd.'s direct operations, agricultural supply chains, and procurement practices. It guides our approach to forest risk commodity sourcing, supplier engagement, traceability systems, land use management, and transparent reporting on forest-related impacts and dependencies across all business activities.

3. Objectives

- Work towards establishing full traceability to plantation or farm level for forest risk commodities.
- Prioritize sourcing all forest-dependent products from FSC-certified or recycled sources to promote responsible forest practices.
- Monitor suppliers for potential forest-related risks.
- Support landscape restoration projects in key sourcing regions
- Respect indigenous and local community rights through Free, prior, and Informed Consent processes in all land use decisions.

4. Governance

- The ESG Team shall coordinate implementation across procurement, operations, and supplier engagement functions.
- Comprehensive traceability and verification systems shall be employed to track forest risk commodities from origin to finished product.
- Zero deforestation performance indicators will be reviewed quarterly by the leadership team.

5. Policy Review

This policy will be reviewed periodically by the Procurement and ESG teams and updated to reflect an evolving scientific understanding of deforestation drivers, changing regulatory landscapes, stakeholder expectations, and emerging best practices in forest conservation. The effectiveness of implementation will be evaluated through monitoring, supplier audits, and

landscape assessments of action areas to ensure continuous improvement in forest protection outcomes.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 5: Businesses should respect and promote human rights

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Principle 8: Businesses should support inclusive growth and equitable development

Field	Description
Document Title	Emami Limited Zero Deforestation Policy
Document Number	ELPF/2025/01/ 011
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

RENEWABLE ENERGY POLICY

1. Policy Statement

Emami Ltd. is committed to accelerating the transition to renewable energy through comprehensive adoption of solar power and other renewable energy sources across our operations. We recognize solar energy and bio briquettes as a clean, abundant, and increasingly cost-effective energy source that can significantly reduce our carbon footprint, enhance energy security, and demonstrate our leadership in sustainable business practices while delivering long-term economic benefits.

2. Purpose and Scope

This policy establishes a framework for implementing renewable energy systems throughout Emami Ltd.'s manufacturing facilities, offices, distribution centers, and other owned or leased properties. It guides our approach to solar and other green technology investment, implementation planning, performance monitoring, and continuous optimization to maximize the environmental and economic benefits of adoption across all business operations.

3. Objectives

- Aim to increase total energy requirement through renewable means.
- Progressively install rooftop solar photovoltaic systems at all suitable manufacturing facilities.
- Explore and develop ground-mounted solar installations at appropriate sites to enhance renewable energy capacity.
- Implement solar thermal systems for industrial process heating where technically feasible.
- Explore Power Purchase Agreements (PPAs) for offsite solar energy to supplement onsite generation wherever feasible.
- Transition energy-intensive equipment to renewable fuel sources wherever feasible to reduce environmental impact.
- Initiate demonstration projects and encourage the adoption of solar and other renewable energy solutions within surrounding communities.

4. Governance

- The ESG Team shall coordinate implementation across facilities and energy procurement functions.
- Site/ Factory managers are accountable for renewable energy performance at their respective locations.
- Cross-functional teams (Engineering, Commercial, ESG) evaluate renewable opportunities and develop implementation roadmaps.
- Comprehensive monitoring systems track solar generation, consumption patterns, and carbon emissions reduction shall be put in place.

- Renewable Energy performance indicators will be reviewed monthly at facility level and quarterly by the leadership team.

5. Policy Review

This policy will be reviewed periodically by the Operations and ESG teams and updated to reflect advances in renewable energy technology, evolving energy markets, regulatory developments, and organizational energy requirements. The effectiveness of implementation will be evaluated through generation performance analysis, financial return assessment, and carbon reduction measurements to ensure continuous improvement in solar energy utilization.

Footnotes

- **Sustainable Development Goals (SDGs):**



- **National Guidelines on Responsible Business Conduct (NGRBC) Principles:**
Principle 6: Businesses should respect and make efforts to protect and restore the environment

Field	Description
Document Title	Emami Limited Renewable Energy Policy
Document Number	ELPF/2025/01/ 012
Version Number	1.0
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Status	Active

CIRCULAR ECONOMY POLICY

1. Policy Statement

Emami Ltd. is committed to transitioning from a linear "take-make-dispose" model to a circular economy approach across our operations and value chain. We prioritize designing out waste and pollution, keeping products and materials in use, and regenerating natural systems. Our approach aims to create sustainable value while minimizing resource consumption, extending product lifecycles, and fostering innovation through circular business models that benefit our business, society, and the environment.

2. Purpose and Scope

This policy establishes a framework for implementing circular economy principles throughout Emami Ltd.'s value chain—from product design and material sourcing to manufacturing, distribution, consumer use, and end-of-life recovery. It guides our approach to closed-loop systems, sustainable design, circular innovation, and collaborative partnerships while ensuring compliance with all applicable regulations.

3. Objectives

- Integrate circular design principles in new product development.
- Minimize waste generation by 5R model of waste management
- Increase the use of recycled and renewable materials.
- Reduce dependence on virgin raw materials through circular sourcing practices.
- Promote closed-loop systems and reverse logistics
- Encourage innovation in circular product design, business models, and manufacturing processes.
- Engage consumers and partners in responsible consumption and end-of-life product management.
- Monitor circularity performance and drive continuous improvement through data and reporting systems.

4. Governance

- The ESG team shall coordinate implementation across all business functions and departments.
- Department heads shall be accountable for circular economy targets within their respective domains.
- Cross-functional innovation teams shall identify circular opportunities and develop transformative solutions.
- Comprehensive material flow tracking systems to monitor circularity metrics across the value chain shall be in place.

- Circular economy performance indicators will be reviewed monthly at the functional level and quarterly by the leadership team.

5. Policy Review

This policy will be reviewed periodically by the ESG team and updated to reflect evolving circular economy practices, regulatory changes, stakeholder expectations, and technological innovations. The effectiveness of implementation will be evaluated through circularity assessments, material flow analyses, and life cycle assessments to ensure continuous improvement in resource utilization and business model innovation.

Footnotes

- **Sustainable Development Goals (SDGs):**



- **National Guidelines on Responsible Business Conduct (NGRBC) Principles:**
 Principle 2: Business should provide goods and services in a sustainable and safe manner
 Principle 6: Businesses should respect and make efforts to protect and restore the environment
 Principle 9: Businesses should engage with and provide value to consumers in a responsible manner

Field	Description
Document Title	Emami Limited Circular Economy Policy
Document Number	ELPF/2025/01/ 013
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

DIVERSITY, EQUITY, AND INCLUSION POLICY

1. Policy Statement

At Emami Limited, we are committed to fostering a diverse, equitable, and inclusive workplace where every individual is treated with dignity and respect. We recognize diversity as a strength that drives innovation and performance, and we strive to create an environment that promotes equal opportunity, values different perspectives, and supports all employees—regardless of gender, background, ethnicity, age, religion, marital status, sexual orientation, language, or ability.

2. Purpose and Scope

This policy provides a framework to affirm Emami Limited's commitment to fostering diversity, equity, and inclusion (DEI) as integral attribute of our organizational culture and business success. It aims to ensure equal opportunities, fair treatment, and a respectful environment for all. This policy applies across Emami's full value chain—including employees, partners, suppliers, contractors, and other stakeholders—irrespective of gender, background, ethnicity, age, religion, marital status, sexual orientation, language, or ability.

3. Objectives

- Comply with all applicable diversity and inclusion laws and regulations.
- Apply DEI principles in recruitment, promotions, compensation, and career growth.
- Promote inclusive practices across vendors, partners, and contractors.
- Ensure accessibility and workplace accommodations for employees with disabilities.
- Build a culture of respect, open communication, and zero bias.
- Offer flexible work arrangements based on individual needs in alignment with the specific job requirement.
- Incorporate DEI into onboarding and training programs.
- Use data to drive and improve inclusion efforts.
- Conduct regular campaigns to raise DEI awareness and engagement.
- Align leadership goals with DEI commitments and KPIs.
- Ensure safe, confidential, and retaliation-free reporting of DEI concerns and address them in a just and time bound manner.

4. Governance

- The CHRO shall be responsible for implementation of this policy
- The ESG and HR Teams shall conduct assessments, monitor compliance, and drive improvement initiatives.

5. Policy Review

This policy shall be reviewed periodically by the HR and ESG teams to ensure its continued relevance, alignment with legal requirements, and effectiveness in promoting diversity, equity, and inclusion across Emami Limited's operations and value chain.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Principle 5: Businesses should respect and promote human rights

Field	Description
Document Title	Emami Limited Diversity, Equity, and Inclusion Policy
Document Number	ELPF/2025/01/ 014
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

COMMUNITY DEVELOPMENT POLICY

1. Policy Statement

Emami Limited is committed to contributing meaningfully to the development and well-being of the communities in which we operate. We aim to foster inclusive growth by supporting initiatives in education, healthcare, skill development, environmental sustainability, and livelihood enhancement. Through strategic partnerships, employee engagement, and need-based programs, we strive to create long-term, positive impacts that empower communities and promote social equity. Through this Policy, Emami commits to building resilient communities by addressing their socio-economic needs and aligning efforts with national priorities and global sustainability goals.

2. Purpose and Scope

The purpose of this policy is to guide Emami Limited's commitment to community development by outlining principles and priorities for social impact initiatives. The scope covers all community engagement and development activities undertaken directly or through partners across the company's operations, supply chain, and areas of influence, ensuring inclusive and sustainable development.

3. Objectives

- Enhance the quality of life and economic well-being of local communities.
- Facilitate access to education, healthcare, livelihood, and sanitation.
- Empower underprivileged and marginalized groups, especially women and youth.
- Promote inclusive growth through active community participation.
- Support skill development and entrepreneurship for sustainable livelihoods.
- Promote gender equality and women's empowerment through targeted interventions.
- Improve environmental sustainability through community-led initiatives.
- Foster partnerships with NGOs, government bodies, and local institutions.
- Encourage employee volunteering and stakeholder engagement in community development.

4. Governance

- The CSR and ESG team shall be responsible for implementation of this policy.

5. Policy Review

This policy shall be reviewed periodically to ensure its continued relevance, alignment with emerging community needs, regulatory changes, and evolving business priorities. The review process will be led by the CSR and ESG teams in consultation with key stakeholders.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Principle 5: Businesses should respect and promote human rights

Principle 8: Businesses should support inclusive growth and equitable development

Field	Description
Document Title	Emami Limited Community Development Policy
Document Number	ELPF/2025/01/ 015
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

EMPLOYEE WELFARE POLICY

1. Policy Statement

Emami Limited is committed to fostering a supportive, inclusive, and empowering work environment that upholds the dignity, wellbeing, and holistic development of all employees. We recognize that employee welfare is essential to organizational performance and sustainable growth. This policy affirms our dedication to providing safe working conditions, fair treatment, access to healthcare, work-life balance, continuous learning opportunities, and a culture of mutual respect. Our approach is aligned with our core values and global best practices in responsible employment and people management.

2. Purpose & Scope

The purpose of this Employee Welfare Policy is to establish and communicate Emami Limited's commitment to the overall well-being of its employees. This policy aims to create a supportive, safe, and engaging work environment that promotes physical, emotional, and social welfare, contributing to higher employee satisfaction and productivity. This policy applies to all full-time, part-time, contractual, and temporary employees of Emami Limited across all locations in India and abroad.

3. Policy Objectives

- Promote physical, mental, and emotional wellbeing of employees through structured health and wellness programs.
- Ensure safe, hygienic, and conducive working conditions across all locations.
- Support work-life balance through flexible policies and supportive workplace practices.
- Facilitate access to quality healthcare, insurance, and emergency support services.
- Encourage continuous learning, upskilling, and career development opportunities.
- Foster an inclusive work culture based on dignity, fairness, and equal opportunity.
- Provide platforms for employee engagement, feedback, and grievance redressal.
- Recognize and reward employee contributions to enhance motivation and satisfaction.
- Support employees during personal life events through compassionate leave and support systems.
- Collaborate with internal stakeholders to ensure welfare policies are effectively implemented and continuously improved.

4. Governance

- The CHRO shall be responsible for policy execution, monitoring, and alignment with business goals.
- Site/ Factory HR Heads shall ensure on-ground implementation of welfare initiatives across locations.

- Welfare Committees shall be constituted at major sites to address employee needs and recommend improvements.
- Employee feedback mechanisms shall be institutionalized to capture insights and improve welfare programs.
- Welfare KPIs shall be tracked and reported quarterly to senior leadership for review and action.

5. Policy Review

This policy shall be reviewed periodically to align with regulatory changes, organizational priorities, or stakeholder feedback. The review will assess policy relevance, implementation effectiveness, and alignment with evolving employee needs.

Footnotes

- **Sustainable Development Goals (SDGs):**



- **National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Field	Description
Document Title	Emami Limited Employee Welfare Policy
Document Number	ELPF/2025/01/ 016
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

HUMAN RIGHTS POLICY

1. Policy statement

We are committed to respecting and upholding internationally recognized human rights as enshrined in the Universal Declaration of Human Rights, the International Labor Organization (ILO) core conventions, and the United Nations Guiding Principles on Business and Human Rights (UNGPs). We believe that businesses have a responsibility to respect human dignity, promote equality, and prevent human rights abuses across their operations and value chains. This policy is central to our mission of responsible and ethical business conduct.

2. Purpose and Scope

The purpose of this policy is to embed human rights considerations into our operations, partnerships, and supply chains. Establish clear expectations for employees, suppliers, and stakeholders and Prevent, identify, and address adverse human rights impacts in our business activities. This policy applies to all employees, contractors, suppliers, and business partners across our value chain in all regions and countries where we operate.

3. Objectives

- Respect and uphold internationally recognized human rights standards across all operations.
- Prevent and address any form of human rights abuse, including forced labor, child labor, and discrimination.
- Promote fair wages, safe working conditions, and freedom of association.
- Integrate human rights due diligence into business decisions and risk management processes.
- Ensure ethical treatment and equal opportunity for all employees, contractors, and business partners.
- Encourage suppliers and partners to adopt and uphold similar human rights standards.
- Establish grievance mechanisms to address and resolve human rights concerns effectively.
- Build awareness and provide training on human rights responsibilities across the organization.
- Monitor, evaluate, and report on human rights performance transparently and regularly.

4. Governance

- Human Rights considerations shall be embedded into enterprise risk management systems.
- A structured escalation protocol will be established for unresolved or high-risk human rights issues.
- Continuous improvement mechanisms will be in place to refine governance practices based on evolving global standards.

5. Policy Review

This Human Rights Policy shall be reviewed periodically to ensure its relevance, effectiveness, and alignment with evolving legal frameworks, international standards, stakeholder expectations, and business priorities. The review will be led by the designated governance team in consultation with relevant departments and external experts where required. Necessary updates will be communicated across the organization.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 5: Businesses should respect and promote human rights

Field	Description
Document Title	Emami Limited Human Rights Policy
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OCCUPATIONAL HEALTH AND SAFETY (OHS) POLICY

1. Policy Statement

At Emami Limited, we are committed to protecting the health, safety, and wellbeing of all employees, contractors, visitors, and stakeholders across our operations and value chain. We believe that a safe and healthy working environment is a fundamental human right and a critical component of sustainable business success. We strive to proactively identify and eliminate occupational hazards, prevent injuries and illnesses, and foster a culture of safety, care, and accountability at all levels of our organization with the ultimate aim of ZERO harm.

2. Purpose and Scope

The purpose of this Occupational Health and Safety (OHS) Policy is to ensure a safe and healthy work environment by minimizing the risk of occupational injuries and illnesses, promoting continuous improvement in safety performance, and aligning with Emami Limited's broader commitments to human rights and sustainability. This policy applies to all employees, contractual workers, suppliers, partners, and on-site visitors across all functions, geographies, business units, manufacturing plants, warehouses, corporate offices, and third-party premises under Emami's operational control.

3. Objectives

- Ensure safe and healthy workplaces across the entire value chain.
- Comply with all relevant legal and regulatory health and safety requirements.
- Integrate OHS considerations into business strategy, planning, and daily operations.
- Establish robust systems for hazard identification, risk assessment, and control.
- Promote mental health and overall employee wellbeing.
- Provide regular training, tools, and resources to support safe work practices.
- Foster a safety-first culture where all employees share responsibility and feel empowered to report concerns.
- Encourage thorough investigation of incidents and near misses to support continuous learning and safety improvement.
- Encourage suppliers and partners to align with Emami's OHS standards.
- Monitor performance and regularly review OHS systems for effectiveness.

4. Governance

- Site/ Factory Manager shall be responsible for the execution and integration of the OHS policy across their domain.
- Dedicated health and safety officers shall be appointed at each facility to oversee implementation, audits, and compliance.

- All employees will be given regular training on health and safety procedures, emergency response, and their roles and responsibilities.
- OHS performance shall be monitored through regular audits, assessments, and reporting mechanisms.
- Key performance indicators (KPIs) related to OHS performance will be reviewed at site monthly and by senior leadership quarterly.

5. Policy Review

This Occupational Health and Safety (OHS) Policy shall be reviewed periodically by the ESG team and concerned functions to ensure its continued relevance, effectiveness, and alignment with legal requirements, industry best practices, and organizational goals. The review process will incorporate feedback from stakeholders, insights from incident investigations, audit findings, and emerging risks. Necessary amendments will be made to reflect evolving operational realities and to promote continuous improvement in health and safety performance.

Footnotes

- **Sustainable Development Goals (SDGs):**



- **National Guidelines on Responsible Business Conduct (NGRBC) Principles:**
 Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains
 Principle 5: Businesses should respect and promote human rights

Field	Description
Document Title	Emami Limited Occupational Health and Safety (OHS) Policy
Document Number	ELPF/2025/01/ 018
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

CORPORATE SOCIAL RESPONSIBILITY POLICY

PREAMBLE

Emami's Corporate Social Responsibility (CSR) builds a dynamic relationship between Emami on one hand and society and environment on the other. CSR of Emami is traditionally driven by moral obligation and philanthropic spirit. Over time, it has become an integral part of the business. Emami has been engaged in charities and philanthropic activities, along with several others social activities. The key objective of Emami is to promote education, fight against hunger, provide medical relief, and help in combating chronic disease and addressing environmental issues.

SHORT TITLE & APPLICABILITY

This policy, which encompasses the company's philosophy for delivering its responsibility as a corporate citizen and lays down the guidelines and mechanism for undertaking socially useful programmes for welfare & sustainable development of the community at large, is titled as the "Emami Ltd CSR Policy". It has been prepared keeping in mind the company's business ethics and to comply with the requirements of Companies Act, 2013 (hereinafter called as "the Act") and the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021, notified by the Ministry of Corporate Affairs vide Notification dated 22nd January 2021.

This policy shall apply to all CSR initiatives and activities taken up at the various locations of the Company, for the benefit of different segments of the society, specifically the deprived, under- privileged and differently abled persons.

CSR VISION STATEMENT & OBJECTIVE

Corporate Social Responsibility of Emami is a form of corporate self-regulation integrated into a business model. Therefore, the policy will function as a built-in, self-regulating mechanism whereby the business will monitor and ensure its active compliance with the spirit of law, ethical standards, and international norms.

The main objective of the Policy is to establish the basic principles and the general framework of action for management to undertake and fulfil its corporate social responsibility.

CORPORATE SOCIAL RESPONSIBILITY COMMITTEE

Composition:

The Corporate Social Responsibility Committee shall consist of five Directors amongst whom one shall be an Independent Director.

Meetings:

The Committee shall hold a meeting as and when required, to discuss various issues on implementation of the CSR Policy of the Company. The members would thrive to hold at least four meetings in a financial year.

Quorum:

The quorum for a meeting of the Committee on CSR shall be one-third of its total strength (any fraction contained in that one-third being rounded off as one), or two members, whichever is higher.

Sitting Fee:

The Sitting Fees for attending the meeting shall be determined from time to time by the Board of Directors.

Role of CSR Committee:

The role of CSR Committee is:

- To formulate and recommend to the Board a Corporate Social Responsibility Policy which shall indicate the activities to be undertaken by the company as specified in Schedule VII of Section 135 of the Companies Act 2013.
- To recommend the amount of expenditure to be incurred on the specified activities in a financial year.
- To monitor the company's Corporate Social Responsibility Policy from time to time.
- To recommend to the Board the guiding principles for selection, implementation and monitoring of CSR activities.
- To formulate and recommend to the Board an Annual CSR Action Plan in pursuance of its CSR policy.
- To recommend the Board alter the Annual CSR Action Plan at any time during the financial year based on the reasonable justification to that effect.
- Any other matter/thing that may be considered expedient by the members in furtherance of and to comply with the CSR Policy of the Company.

Role of Board of Directors:

- The Board of Directors shall, after considering the recommendations made by the CSR committee, approve the CSR policy and the Annual CSR Action Plan of the company.
- The Board of Directors shall endeavor that the Company spends 2% of the average pretax net profits of the Company made during the 3 immediately preceding financial years in

pursuance of its CSR Policy.

- The Board of Directors of the Company shall disclose the composition of the CSR Committee, and CSR Policy and Projects approved by the Board on their website, if any, for public access.
- The Board may extend a non-ongoing project beyond one year based on reasonable justification.
- The Board shall ensure that the CSR activities are undertaken by the Company itself or through a registered and eligible Implementation Agency.
- The Board of the Company shall satisfy itself that the funds so disbursed have been utilized for the purposes and in the manner as approved by it and the Chief Financial Officer or the person responsible for financial management shall certify to the effect.
- In case of ongoing project, the Board of the Company shall monitor the implementation of the project with reference to the approved timelines and year-wise allocation and shall be competent to make modifications, if any, for smooth implementation of the project within the overall permissible period.
- The Board may alter the CSR Annual Action Plan at any time during the financial year, as per the recommendation of its CSR Committee, based on reasonable justification for that effect.
- The Board shall ensure that the administrative overheads shall not exceed five percent of the total CSR expenditure of the Company for the financial year.
- Where the Company spends an amount in excess of requirement, such excess amount may be set off by the Board against the requirement to spend up to immediate succeeding three financial years subject to the conditions that –
 - The excess amount available for set-off shall not include the surplus arising out of the CSR activities, if any.
 - The Board of the Company shall pass a resolution to that effect.

RESOURCES

Funding & Allocation

For achieving its CSR objectives through implementation of meaningful & sustainable CSR programmes, the Company will allocate 2% of its average net profits made during the 3 immediately preceding financial years as its Annual CSR Budget. The Annual CSR Budget shall be spent on projects / activities as laid down in this Policy.

“Administrative Overheads” expenses incurred by the Company will be used for ‘General Management & Administration’ of the Corporate Social Responsibility functions in the Company but shall not include the expenses directly incurred for the designing, implementation, monitoring, and evaluation of a particular Corporate Social Responsibility project or programme.

Any surplus arising out of the CSR activities shall not form part of the business profit of the Company and shall be ploughed back into the same project or shall be transferred to the

Unspent Corporate Social Responsibility Account and spent in pursuance of CSR Policy and Annual Action Plan of the Company or transfer such surplus amount to a Fund specified in Schedule VII, within a period of six months of the expiry of the financial year.

Transfer of unspent CSR amount. - Until a separate fund is specified by the Government, the unspent CSR amount, if any, shall be transferred by the Company to a fund specified in Schedule VII of the Act.

ACTIVITIES, PLANNING & IMPLEMENTATION

Areas for Activities

The Company shall identify and bifurcate projects / programmes as ongoing and non-ongoing which will fall in any one or more of the following areas /sectors for its CSR spending:

- Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swach Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water.
- Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
- Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.
- Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water including contribution to the Clean Ganga Fund set-up by the Central Government for rejuvenation of river Ganga.
- Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional art and handicrafts.
- Measures for the benefit of armed forces veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Paramilitary Forces (CPMF) veterans, and their dependents including widows.
- Training to promote rural sports, nationally recognized sports, paralympic sports, and Olympic sports.
- Contribution to the Prime Minister's National Relief Fund or Prime Minister's Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund)] or any other fund set up by the Central Govt. for socio economic development and relief and welfare of the schedule caste, tribes, other backward classes, minorities and women.
- Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State

Government or Public Sector Undertaking or any agency of the Central Government or State Government.

- Rural development projects.
- Slum area development.
- The CSR projects or programs or activities undertaken by the Company as per the Company's CSR Policy in India only shall amount to CSR Expenditure in accordance with the provisions of the Act. The Company will prefer to take up projects for spending the amount earmarked for CSR in local areas and areas where the Company operates.
- All expenses and contributions for CSR activities will be made after approval from the Chairman of the CSR committee, which would then be placed before the forthcoming CSR committee for noting and record. The Chairman will ensure that the expenses/contribution will be in full compliance of the CSR Policy.

Officers for implementation

- The Company shall appoint officers at its business places (Units & Corporate Office) to undertake, supervise and monitor the CSR activities and expenditure.
- Such officers will be responsible for ensuring that expenditures are made in full compliance with this policy. They will submit a periodic report to the committee.
- The Company will see that these officers have CSR capacities of their own and if required, they will be given the required training to take up these tasks.

Implementing Agency

The Board shall ensure that the CSR activities are undertaken by the Company itself or through -

- a company established under section 8 of the Act, or a registered public trust or a registered society, registered under section 12A and 80 G of the Income Tax Act, 1961, established by the company, either singly or along with any other company, or
- a company established under section 8 of the Act or a registered trust or a registered society, established by the Central Government or State Government; or
- any entity established under an Act of Parliament or a State legislature; or
- a company established under section 8 of the Act, or a registered public trust or a registered society, registered under section 12A and 80G of the Income Tax Act, 1961, and having an established track record of at least three years in undertaking similar activities. Every entity who intends to undertake any CSR activity shall register itself with the Central Government by filing the form CSR-1 electronically with the Registrar.
- The Company shall specify the project or programs to be undertaken through these entities, modalities of utilization of funds on such projects and programmes.

EXCLUSIONS

Corporate Social Responsibility (CSR) means the activities undertaken by the Company in pursuance of its statutory obligation laid down in Section 135 of the Act in accordance with the provisions contained in the CSR Rules, but shall not include the following, namely: -

- activities undertaken in pursuance of the normal course of business of the Company.
- any activity undertaken by the Company outside India except for training of Indian sports personnel representing any State or Union territory at national level or India at international level.
- contribution of any amount directly or indirectly to any political party.
- activities benefiting employees of the Company.
- activities supported by the companies on sponsorship basis for deriving marketing benefits for its products or services.
- activities carried out for fulfilment of any other statutory obligations under any law in force in India.

CSR PROGRAMES

CSR programmes will be undertaken at various locations i.e., corporate office, units and other business places of the Company in India to the best possible extent within the defined ambit of the identified Project/ Program. The time period/duration over which a particular programme will be spread, will depend on its nature, extent of coverage, and the intended impact of the programme.

Identification of projects / programmes at various locations will be done by means of the following:

- Need identification Studies by the Senior Management/ professional institutions/agencies.
- Internal need assessment by cross-functional team at the local level.
- Receipt of proposals/requests from Charitable institutions and NGOs
- Suggestions from the Board of Directors/senior management level.

MONITORING AND EVALUATION

- To ensure effective implementation of the CSR programmes undertaken at various locations, a monitoring and evaluation mechanism will be put in place.
- The progress of CSR programmes under implementation at various locations will be reported to corporate office on a periodical basis.
- The report on progress on the CSR programme undertaken by the Company will be put forward to the CSR Committee with full details of cost incurred and results achieved on a regular basis.
- Project locations will try to obtain feedback from beneficiaries about the programmes implemented at the area.
- Appropriate documentation of the Company's CSR activities, executing partners, and expenditure entailed will be undertaken on a regular basis.
- CSR initiatives of the Company will be reported in the Annual Report & the Board's Report in compliance with Section 135 of the Act and rules made thereunder.

IMPACT ASSESSMENT

- Details of need and impact assessment, if applicable for the projects undertaken by the Company will be included in the Annual Action Plan.
- If the Company has an average CSR obligation of ten crore rupees or more, in the three immediately preceding financial years, it shall undertake impact assessment, through an independent agency, of their CSR projects having outlays of one crore rupees or more, and which have been completed not less than one year before undertaking the impact study.
- The impact assessment reports if applicable shall be placed before the Board and shall be annexed to the annual report on CSR.
- Impact assessment, if applicable may be booked as the expenditure towards Corporate Social Responsibility for that financial year, which shall not exceed five percent of the total CSR expenditure for that financial year or fifty lakh rupees, whichever is less.

CAPITAL ASSET

The CSR amount may be spent by the Company for creation or acquisition of a capital asset, which shall be held by -

- A company established under section 8 of the Act, or a Registered Public Trust or Registered Society, having charitable objects and CSR Registration Number.
- Beneficiaries of the said CSR project, in the form of self-help groups, collectives, entities; or
- A public authority

Provided that any capital asset created by the Company prior to the commencement of the Companies (Corporate Social Responsibility Policy) Amendment Rules, 2021, shall within a period of one hundred and eighty days from such commencement comply with this requirement, which may be extended by a further period of not more than ninety days with the approval of the Board based on reasonable justification.

GENERAL

All provisions of the CSR Policy would be subject to revision/amendment in accordance with the guidelines as may be issued from the Government from time to time. The policy may be amended subject to approval of the Board.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Principle 8: Businesses should support inclusive growth and equitable development

Field	Description
Document Title	Emami Limited CSR Policy
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LIVING WAGE POLICY

1. Policy Statement

Emami Limited is committed to upholding fair compensation as a cornerstone of human dignity, economic equity, and responsible business. We ensure that all individuals working within our operations—including those employed through third-party partners—receive a living wage that supports a decent standard of living for themselves and their families, reflecting our dedication to ethical employment practices and sustainable growth.

2. Purpose and Scope

This policy establishes our guiding principles and accountability framework to achieve and sustain the goal of ensuring that all individuals contributing to our operations are fairly compensated with a living wage that supports a decent standard of living, reinforcing our commitment to human dignity, economic equity, and responsible business practices. The policy applies to all permanent, contractual, and temporary employees across Emami's operations, including on-site contract workers employed by third-party agencies, and extends to suppliers and vendors whose workforce is essential to our core value chain.

3. Objectives

- Ensure all employees receive wages that meet or exceed living wage benchmarks.
- Eliminate in-work poverty across Emami's operations and value chain.
- Align compensation practices with national laws and international human rights standards.
- Promote fair and transparent wage structures across job levels and functions.
- Extend living wage commitments to third-party contract workers and critical suppliers.
- Integrate living wage considerations into procurement and vendor selection processes.
- Foster awareness and accountability among managers and partners on wage fairness.
- Regularly review and update wage benchmarks based on cost-of-living assessment and statutory regulations.

4. Governance

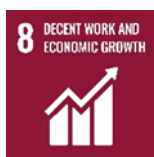
- The ESG and HR Teams shall jointly coordinate policy execution across business units and partner entities.
- Site/ Factory HR Heads shall be accountable for ensuring wage compliance at their respective locations.
- Procurement teams shall integrate living wage criteria into supplier assessments and contracts.
- Living wage performance indicators will be reviewed quarterly by the leadership team.

5. Policy Review

This Living Wage Policy shall be reviewed periodically to ensure its continued relevance, effectiveness, and alignment with evolving legal requirements, industry best practices, and Emami's commitment to fair compensation. The review process will consider stakeholder feedback, audit findings, market wage trends, and progress made across our operations and value chain. Necessary revisions will be communicated to all relevant stakeholders.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Principle 5: Businesses should respect and promote human rights

Principle 8: Businesses should support inclusive growth and equitable development

Field	Description
Document Title	Emami Limited Living Wage Policy
Document Number	ELPF/2025/01/ 020
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

INDIGENOUS RIGHTS POLICY

1. Policy Statement

Emami Limited is committed to respecting the cultural heritage, identities, and rights of Indigenous Peoples in accordance with global frameworks such as the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and ILO Convention 169. Wherever applicable, we strive to engage with Indigenous communities through meaningful consultation, ensure their active participation in decisions that affect them, and promote their social, economic, and cultural well-being as part of our responsible and inclusive business practices.

2. Purpose and Scope

This policy aims to establish Emami Limited's commitment to respecting the rights, traditions, and livelihoods of Indigenous Peoples while conducting our operations responsibly. It provides guiding principles for engaging with Indigenous communities through dialogue, consent, and inclusion. The scope of this policy covers all Emami business activities, including those carried out through subsidiaries, contractors, and partners, wherever interactions with Indigenous communities may occur across our value chain.

3. Objectives

- Ensure respect for the rights, culture, and heritage of Indigenous Peoples in all business activities.
- Promote the active participation and consent of Indigenous communities in decision-making processes that impact them.
- Align with international frameworks, including the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and ILO Convention 169.
- Protect Indigenous Peoples' land rights and prevent any adverse impacts on their territories.
- Foster mutually beneficial relationships with Indigenous communities through meaningful engagement and collaboration.
- Support the economic empowerment and social development of Indigenous Peoples.
- Prevent and address any instances of discrimination, exploitation, or violation of Indigenous rights in our supply chain.
- Regularly review and update practices to ensure continued alignment with global human rights standards.

4. Governance

- The CHRO Team will ensure alignment with international human rights standards and regulations.
- Local Management teams will ensure the policy is effectively implemented in areas of operation involving Indigenous communities.

5. Review

The Indigenous Rights Policy will be reviewed periodically to ensure its continued relevance, effectiveness, and alignment with evolving legal, regulatory, and industry standards. The review process will involve consultations with relevant stakeholders, including Indigenous communities, and will incorporate feedback to enhance the policy's impact. Updates and improvements will be made as necessary to address emerging challenges, opportunities, and best practices

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Principle 5: Businesses should respect and promote human rights

Principle 8: Businesses should support inclusive growth and equitable development

Field	Description
Document Title	Emami Limited Indigenous Rights Policy
Document Number	ELPF/2025/01/ 021
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

ANTI-CORRUPTION AND ANTI-BRIBERY POLICY

1. Policy Statement

Emami Ltd. is committed to conducting business with the highest standards of ethics, integrity, and transparency. We maintain a zero-tolerance approach to bribery and corruption in all our business dealings and relationships, wherever we operate. We are committed to acting professionally, fairly, and with integrity in all our business operations and relationships, and to implementing and enforcing effective systems to counter bribery and corruption. We will not seek to influence others, either directly or indirectly, by offering, paying, or receiving facilitation payments or bribe in any form.

2. Purpose and Scope

This policy establishes Emami Ltd.'s principles regarding the prevention, detection, and reporting of bribery and corruption. It applies to all business transaction at all locations and all individuals working at all levels within Emami Ltd., including directors, officers, employees (permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, casual workers, volunteers, interns, agents, sponsors, or any other person associated with us, including third-party representatives and business partners.

3. Objectives

- Establish clear guidelines for ethical conduct across all business operations.
- Prevent involvement in bribery and corruption by Emami employees and business associates.
- Maintain compliance with all applicable anti-corruption laws and regulations including the Prevention of Corruption Act and other relevant laws.
- Create a culture of transparency where employees feel safe to report concerns.
- Protect the company's reputation and stakeholder trust.
- Implement robust due diligence procedures for third-party relationships.
- Provide regular training and communication on anti-corruption principles.
- Mandatory anti-corruption training for all employees as part of their onboarding process.
- Regular communication of policy updates and corruption prevention measures.
- Integration of anti-corruption principles into company meetings and communications.

4. Key Provisions

4.1 Prohibited Behaviours

- Offering, promising, giving, accepting, or soliciting a financial or other advantage to induce or reward improper performance
- Facilitation payments or "grease payments" to expedite routine governmental actions.
- Excessive hospitality, entertainment, or gifts intended to influence business decisions.
- Charitable donations or sponsorships used as a subterfuge for bribery.

- Improper payments through third parties acting on the company's behalf.

4.2 Gifts and Hospitality

- All gifts and hospitality must be reasonable, proportionate, and made in good faith.
- No gift or hospitality should be given or received with the intention of influencing a business decision.
- Gifts to persons with influence on business exceeding reasonable value must be recorded in the company's gift register.

5. Governance

- The CHRO is responsible for implementing and monitoring the effectiveness of this policy
- Department Heads are responsible for ensuring those reporting to them understand and comply with this policy.
- All employees are responsible for prevention, detection, and reporting of bribery.

6. Policy Review

This policy will be reviewed periodically by the Compliance and Legal teams to ensure it remains effective and relevant to Emami Ltd.'s operations. Updates will reflect changes in applicable laws, regulatory requirements, industry standards, and organizational structure.

Footnotes

- **Sustainable Development Goals (SDGs):**



- **National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable

Field	Description
Document Title	Emami Limited Anti-Corruption and Anti-Bribery Policy
Document Number	ELPF/2025/01/ 022
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

STAKEHOLDER ENGAGEMENT POLICY

1. Policy Statement

Emami Ltd. recognizes that effective stakeholder engagement is fundamental to our business success and sustainability. We are committed to building and maintaining transparent, inclusive, and mutually beneficial relationships with all stakeholders who influence or are influenced by our operations. Through proactive engagement, we aim to understand stakeholder perspectives, address concerns, and collaborate on shared objectives to create long-term value.

2. Purpose and Scope

This policy establishes a structured framework for engaging with stakeholders across Emami Ltd.'s operations, including but not limited to shareholders, employees, customers, suppliers, communities, government bodies, regulators, industry associations, NGOs, and media. It outlines principles, approaches, and responsibilities to ensure consistent and meaningful stakeholder interactions throughout our business activities.

3. Objectives

- Identify and map key stakeholders and their relevance to business operations
- Establish systematic processes for regular, transparent, and inclusive stakeholder dialogue
- Understand stakeholder expectations, concerns, and aspirations related to our business.
- Integrate stakeholder feedback into strategic planning and decision-making.
- Build trust-based relationships that support business continuity and growth.
- Address potential risks and conflicts through proactive engagement.
- Collaborate with stakeholders on shared sustainability challenges.
- Share engagement outcomes and resulting actions to demonstrate accountability to stakeholders.
- Uphold ethical standards in all engagement activities.
- Establish grievance mechanisms that enable all stakeholders to raise concerns safely, supported by clear procedures, transparent resolution processes, and a strong commitment to non-retaliation.

4. Governance

- The ESG Team shall coordinate company-wide stakeholder engagement efforts and ensure alignment with sustainability goals.
- Department Heads shall implement stakeholder engagement plans relevant to their functions and geographies.
- All functional teams shall identify and engage with relevant stakeholders during project planning and execution.

- Stakeholder concerns, risks, and expectations will be regularly reviewed and reported to senior management.
- Periodic training shall be provided to employees on effective, ethical, and culturally sensitive stakeholder engagement practices.

5. Policy Review

This policy will be reviewed periodically by the ESG, Investor Relations, Compliance and Corporate Communication Teams and updated to reflect evolving stakeholder expectations, business priorities, and global best practices. The effectiveness of implementation will be regularly evaluated to ensure continuous improvement in our stakeholder relationships.

Footnotes

- **Sustainable Development Goals (SDGs):**



- **National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Field	Description
Document Title	Emami Limited Stakeholder Engagement Policy
Document Number	ELPF/2025/01/ 023
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

ESG INTEGRATION POLICY

1. Policy Statement

Emami Ltd. recognizes that environmental, social, and governance (ESG) factors are integral to long-term business success and sustainable value creation. We are committed to embedding ESG considerations across our business operations, strategic decision-making, and stakeholder relationships. Through proactive ESG integration, we aim to manage risks, capture opportunities, enhance operational efficiency, strengthen our brand, and contribute positively to society and the environment.

2. Purpose and Scope

This policy establishes a comprehensive framework for integrating ESG considerations throughout Emami Ltd.'s business activities, including product development, sourcing, manufacturing, distribution, marketing, human resource management, financial planning, and reporting. It applies to all business units, subsidiaries, and joint ventures where Emami Ltd. has operational control, and extends to our value chain partners.

3. Objectives

- Systematically identify, assess, and manage material ESG risks and opportunities.
- Integrate ESG factors into strategic planning and business decision-making processes.
- Enhance operational efficiencies through resource optimization and waste reduction.
- Develop products and services that address sustainability challenges.
- Strengthen stakeholder trust through transparent ESG disclosure and engagement.
- Build organizational capacity to respond to evolving ESG expectations.
- Align business practices with global sustainability frameworks and initiatives.
- Contribute to national sustainability goals and the UN Sustainable Development Goals.

4. Governance

- Senior management shall be responsible for integrating ESG considerations into core business strategy and operations.
- The ESG team shall coordinate cross-functional implementation, monitor progress, and support continuous improvement.
- All Departments shall embed ESG goals into their respective plans and practices.
- ESG KPIs will be tracked regularly and reviewed quarterly by senior leadership to guide decision-making.
- Ongoing training shall be provided to employees to build ESG awareness and foster a culture of responsibility.
- Feedback from stakeholders shall inform policy refinement and ESG action planning.

5. Review

This policy will be reviewed periodically by the ESG Team and updated to reflect emerging sustainability challenges, stakeholder expectations, regulatory developments, and strategic priorities. The effectiveness of implementation will be evaluated to ensure continuous improvement in our ESG performance and integration.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Principle 8: Businesses should support inclusive growth and equitable development

Principle 9: Businesses should engage with and provide value to consumers in a responsible manner

Field	Description
Document Title	Emami Limited ESG Integration Policy
Document Number	ELPF/2025/01/ 024
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

SUPPLY CHAIN POLICY

1. Policy Statement

Emami Ltd. is committed to developing and maintaining a responsible, resilient, and sustainable supply chain that creates shared value for all stakeholders. We recognize that our supply chain practices significantly impact our overall business performance, sustainability footprint, and brand reputation. We strive to build collaborative relationships with suppliers who share our commitment to ethical business conduct, environmental stewardship, social responsibility, product quality, and operational excellence.

2. Purpose and Scope

This policy establishes principles and standards for managing Emami Ltd.'s end-to-end supply chain, from raw material sourcing to final product delivery. It applies to all procurement activities, supplier relationships, manufacturing operations, logistics, and distribution networks across all business units. The policy extends to tier-one suppliers and, through a cascading approach, to subsequent tiers in the supply chain.

3. Objectives

- Ensure consistent supply of high-quality raw materials and services at competitive costs.
- Minimize environmental impacts across the supply chain lifecycle.
- Promote compliance with applicable legal, regulatory, and industry standards.
- Respect and promote human rights and fair labor practices throughout the value chain.
- Enhance transparency and traceability of materials and products.
- Develop supplier capabilities for sustainable and responsible business practices.
- Mitigate supply chain risks and build resilience against disruptions.
- Foster innovation and continuous improvement with supply chain partners.
- Create shared economic value in communities where we operate.
- Foster long-term, collaborative relationships with suppliers based on trust and shared values.
- Support capacity-building initiatives to improve supplier capabilities in quality, compliance, and sustainability.
- Drive continuous improvement through innovation, technology integration, and responsible procurement strategies.

4. Governance

- The Department Heads shall be responsible for policy implementation and partner performance monitoring across their respective domains.
- All critical suppliers shall be evaluated against predefined environmental, social, and governance criteria.

- Supplier Code of Conduct compliance shall be monitored through regular assessments and third-party verifications where necessary.
- Non-compliance cases shall be escalated to senior leadership with appropriate corrective action plans.
- Supplier engagement forums shall be conducted periodically to align expectations and share best practices.

5. Review

This policy will be reviewed periodically by the ESG, Procurement, CQA and R&D teams and updated to reflect evolving business requirements, stakeholder expectations, regulatory developments, and industry best practices. The effectiveness of implementation will be evaluated to ensure continuous improvement in our supply chain management practices.

Footnotes

- **Sustainable Development Goals (SDGs):**



- **National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 2: Business should provide goods and services in a sustainable and safe manner

Principle 5: Businesses should respect and promote human rights

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Principle 8: Businesses should support inclusive growth and equitable development

Principle 9: Businesses should engage with and provide value to consumers in a responsible manner

Field	Description
Document Title	Emami Limited Supply Chain Policy
Document Number	ELPF/2025/01/ 025
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

INNOVATION AND R&D POLICY

1. Policy Statement

Emami Ltd. recognizes innovation as a strategic driver for sustainable growth, competitive advantage, and value creation. We are committed to fostering a culture of continuous innovation across all business functions, with particular emphasis on research and development (R&D) of products and processes that address evolving consumer needs. Our innovation approach balances consumer-centric solutions with responsible business practices to deliver differentiated value to all stakeholders.

2. Purpose and Scope

This policy establishes a framework for innovation and R&D activities across Emami Ltd.'s business operations, from ideation to commercialization. It applies to all employees, research partners, innovation collaborators, and relevant stakeholders involved in the company's innovation ecosystem. The policy covers product innovation, process improvement, technology adoption, business model evolution, and organizational innovation initiatives.

3. Objectives

- Foster a culture of creativity, experimentation, and continuous improvement.
- Develop innovative products and solutions that address unmet consumer needs.
- Enhance product efficacy, safety, and sustainability profiles.
- Improve manufacturing processes for efficiency, quality, and environmental performance.
- Accelerate digital transformation across the value chain.
- Protect and leverage intellectual property to create competitive advantages.
- Build collaborative innovation ecosystems with external partners.
- Balance short-term innovation needs with long-term research initiatives.
- Contribute to the company's sustainability and ESG objectives through innovation.

4. Governance

- The CEO R&D and Innovation Head shall lead implementation of the innovation agenda, ensuring integration across functions and business units.
- Cross-functional teams shall be formed to drive innovation projects.
- A structured innovation framework shall be adopted, including idea generation, evaluation, prototyping, and scaling.
- All innovation initiatives shall be tracked through defined KPIs and reviewed quarterly by senior leadership.
- Innovation risk assessments shall be conducted to ensure feasibility, compliance, and alignment with sustainability goals.

5. Review

This policy will be reviewed periodically by the R&D and Innovation leadership team and updated to reflect evolving business priorities, technological advancements, market dynamics, and stakeholder expectations. The effectiveness of implementation will be evaluated to ensure continuous improvement in our innovation capabilities and outcomes.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Field	Description
Document Title	Emami Limited Innovation and R&D Policy
Document Number	ELPF/2025/01/ 026
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

DATA PRIVACY AND CYBERSECURITY POLICY

1. Policy Statement

Emami Ltd. is committed to protecting the privacy and security of all data entrusted to us by our customers, employees, business partners, and other stakeholders. We recognize that data is a valuable asset requiring rigorous protection against unauthorized access, misuse, and cyber threats. We strive to maintain the highest standards of data privacy and cybersecurity across all our operations, ensuring compliance with applicable laws while enabling responsible data utilization for business growth and innovation.

2. Purpose and Scope

This policy establishes the principles, requirements, and responsibilities for safeguarding data privacy and maintaining cybersecurity at Emami Ltd. It applies to all forms of data processed by or on behalf of the company, including personal data, business data, and intellectual property. This policy governs the actions of all directors, employees, contractors, consultants, temporary staff, and third parties who have access to Emami Ltd.'s systems and data, regardless of location or employment status.

3. Objectives

- Ensure compliance with applicable data protection laws and regulations.
- Protect sensitive information from unauthorized access, disclosure, alteration, or destruction.
- Maintain customer and stakeholder trust through robust data governance.
- Establish a security-conscious culture throughout the organization.
- Implement appropriate technical and organizational measures to mitigate cyber risks.
- Enable responsible data utilization that respects privacy rights.
- Ensure business continuity through resilient information systems.
- Continuously improve data protection and cybersecurity capabilities.

4. Governance

- The designated Chief Information Security Officer (CISO) and Chief Information Officer (CIO) shall be accountable for policy implementation, compliance, and reporting to senior management.
- Periodic independent audits and assessments shall be conducted to evaluate effectiveness of controls, regulatory compliance, and identify gaps.
- Data privacy and cybersecurity considerations shall be embedded in strategic projects, system design, vendor onboarding, and digital transformation initiatives.
- Regular updates and awareness sessions shall be conducted on emerging threats, incidents, and compliance status.

5. Policy review

The Chief Information Officer, in collaboration with the Chief Information Security Officer and Legal team, will review this policy periodically to ensure it remains effective and relevant. Updates will be made to reflect changes in applicable laws, threat landscape, technology environment, and organizational structure.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable

Principle 4: Businesses should respect the interests of and be responsive to all stakeholders

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Field	Description
Document Title	Emami Limited Data Privacy and Cybersecurity Policy
Document Number	ELPF/2025/01/ 027
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

QUALITY ASSURANCE POLICY

1. Policy Statement

Emami Ltd. is committed to delivering products and services of the highest quality that consistently meet or exceed customer expectations. We believe that quality is a cornerstone of our brand reputation and business success. We strive for excellence at every stage of our operations, from product development and manufacturing to distribution and customer support, ensuring rigorous quality standards through systematic processes and continuous improvement.

2. Purpose and Scope

This policy establishes the principles and framework for quality assurance across all operations of Emami Ltd. It applies to all products, services, processes, and systems throughout our organization. This policy governs the activities of all employees, contractors, suppliers, and business partners involved in the creation, delivery, and support of our products and services, regardless of their location or function within the company.

3. Objectives

- Ensure consistent product quality that meets or exceeds customer requirements.
- Maintain compliance with applicable regulatory standards and specifications.
- Foster a culture of quality consciousness throughout the organization.
- Continuously improve products, processes, and systems.
- Minimize quality-related costs and waste.
- Enhance customer satisfaction and loyalty through quality excellence.
- Establish effective quality control mechanisms across the value chain.
- Build robust quality management capabilities and infrastructure.
- Strengthen supplier quality management.

4. Governance

- A CQA Head shall lead the implementation of the Quality Management System and report to CEO – R&D and Innovation.
- Designated quality heads at business units and functional levels shall be responsible for ensuring adherence to quality standards and continuous improvement.
- Internal quality audits shall be conducted regularly to ensure compliance with ISO standards, SOPs, and GMP practices.
- External certifications and audits (e.g., ISO 9001:2015) shall validate the effectiveness and credibility of the quality systems.
- Quality considerations shall be embedded in product development, procurement, manufacturing, and customer service to ensure end-to-end accountability.

5. Policy Review

The Head of CQA will review this policy periodically to ensure it remains effective and relevant to Emami Ltd.'s operations. Updates will be made to reflect changes in regulatory requirements, industry standards, customer expectations, and organizational structure. Any revisions to this policy will be communicated to all relevant stakeholders promptly.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Field	Description
Document Title	Emami Limited Quality Assurance Policy
Document Number	ELPF/2025/01/ 028
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

RESPONSIBLE MARKETING POLICY

1. Policy Statement

Emami Ltd. is committed to marketing our products and services in an ethical, transparent, and socially responsible manner. We believe that responsible marketing builds trust, promotes brand loyalty, and contributes to sustainable business growth. We strive to communicate honestly with our consumers, respect their rights and dignity, and consider the broader social and environmental impacts of our marketing activities.

2. Purpose and Scope

This policy establishes the principles and guidelines for all marketing and communications activities undertaken by Emami Ltd. It applies to all advertising, promotions, packaging, labeling, digital marketing, social media, public relations, and other communications involving our brands and products. This policy governs the actions of all employees, agencies, consultants, and third parties involved in marketing and communication activities on behalf of Emami Ltd., across all channels and markets.

3. Objectives

- Ensure truthful, accurate, and transparent marketing communications.
- Respect consumer privacy and data protection rights.
- Promote responsible consumption and sustainable lifestyles.
- Prevent misleading or deceptive marketing practices.
- Maintain sensitivity to cultural, social, and ethical considerations.
- Protect vulnerable audiences, particularly children and adolescents.
- Enhance brand reputation through responsible messaging.
- Comply with all applicable marketing regulations and industry standards.
- Foster a culture of responsibility in all marketing functions.

4. Governance

- Respective Brand Heads shall be accountable for policy implementation and compliance across their respective marketing channels.
- The Legal teams shall conduct pre-approval checks on major marketing materials to ensure alignment with relevant laws and ethical standards.
- Internal audits and periodic reviews shall assess adherence to responsible marketing principles, with corrective actions tracked and monitored.
- Continuous training programs shall be conducted for marketing and sales teams to reinforce ethical communication, consumer privacy, and data protection standards.

5. Policy Review

The respective Brand Heads, in collaboration with the Legal and Corporate Affairs departments, will review this policy periodically to ensure it remains effective and relevant to Emami Ltd.'s operations. Updates will be made to reflect changes in regulations, industry standards, consumer expectations, and organizational structure. Any revisions to this policy will be communicated to all relevant stakeholders promptly.

Footnotes

- Sustainable Development Goals (SDGs):**



- National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.

Field	Description
Document Title	Emami Limited Responsible Marketing Policy
Document Number	ELPF/2025/01/ 029
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

INTELLECTUAL PROPERTY RIGHTS POLICY

1. Policy Statement

Emami Ltd. recognizes intellectual property as a valuable strategic asset that drives innovation, differentiation, and competitive advantage. We are committed to creating, protecting, and respecting intellectual property rights in all aspects of our business operations. We strive to develop a robust IP portfolio while ensuring respect for the intellectual property rights of others and promoting ethical IP practices throughout our value chain.

2. Purpose and Scope

This policy establishes the framework for the creation, protection, management, and utilization of intellectual property assets at Emami Ltd. It applies to all forms of intellectual property including patents, trademarks, copyrights, designs, across all business functions and geographical locations. This policy governs the actions of all directors, employees, contractors, consultants, and business partners who create, use, or interact with intellectual property on behalf of Emami Ltd.

3. Objectives

- Foster innovation and creativity through effective IP protection.
- Build and maintain a strategic IP portfolio aligned with business goals.
- Maximize the value of intellectual property assets.
- Prevent unauthorized use of company intellectual property.
- Respect the valid intellectual property rights of others.
- Ensure compliance with applicable IP laws and regulations.
- Establish clear ownership and usage rights for intellectual property.
- Enhance competitive advantage through strategic IP management.
- Protect proprietary technologies, formulations, and processes.

4. Governance

- The Legal Department shall oversee the company's IP strategy as part of overall innovation and intangible asset governance.
- A Head of Legal department shall be responsible for implementing the IPR policy and reporting periodically to the senior management.
- Cross-functional coordination (Legal, R&D, Marketing, Business Units) shall ensure effective IP creation, protection, and commercialization.
- Regular audits shall be conducted to ensure compliance with internal IP procedures, legal obligations, and third-party rights.

5. Policy Review

The Head of Legal Department, will review this policy annually to ensure it remains effective and aligned with business objectives and legal developments. Updates will be made to reflect changes in IP laws, business strategy, technology trends, and organizational structure. Any revisions to this policy must be approved by the Head of Legal Department and communicated to all relevant stakeholders promptly.

Footnotes

- **Sustainable Development Goals (SDGs):**



- **National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable

Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Field	Description
Document Title	Emami Limited Intellectual Property Rights Policy
Document Number	ELPF/2025/01/ 030
Version Number	1.0
Last Review Date	16/05/2025
Status	Active

ENTERPRISE RISK MANAGEMENT POLICY

1. Policy Statement

Emami Ltd. is committed to adopting a proactive and structured approach to managing risks across its operations, enabling the organization to achieve its strategic and operational objectives in a dynamic business environment. Our Enterprise Risk Management (ERM) Policy ensures that potential threats and opportunities are systematically identified, assessed, mitigated, and monitored. This policy supports a culture of risk awareness and resilience while safeguarding stakeholder interests and ensuring business continuity.

2. Purpose and Scope

The purpose of this policy is to establish a comprehensive framework for risk management across all business units, functions, geographies, and levels of the organization. It applies to the Board, senior management, employees, and all stakeholders engaged in risk-sensitive functions. The policy covers strategic, operational, financial, legal, compliance, reputational, and ESG-related risks.

This framework ensures that risk management is embedded in key processes such as strategic planning, capital allocation, investment decisions, supply chain management, innovation, and digital transformation.

3. Objectives

- Embed risk-aware thinking into the organization's culture, systems, and decision-making processes
- Identify and assess potential risks that could impact business performance or reputation
- Develop and implement risk mitigation strategies to reduce exposure and enhance resilience
- Ensure regulatory compliance and promote sustainable business practices
- Enable early warning mechanisms and scenario planning to respond to emerging risks
- Align risk appetite with organizational goals and stakeholder expectations
- Protect and enhance enterprise value through informed risk-taking
- Support ESG and sustainability objectives through integrated risk management
- Ensure accountability for risk ownership across all levels of the organization.

4. Governance

- **Risk Management Committee (RMC):** Oversees the implementation of the ERM framework, reviews material risks, and guides mitigation strategies.
- **Chief Risk Officer (CRO):** Leads enterprise risk initiatives, coordinates across business functions, and maintains the central risk register.

- **Department Heads and Business Leaders:** Identify and manage risks within their domains and ensure mitigation plans are executed effectively.
- **Internal Audit:** Provides independent assurance on the adequacy and effectiveness of the risk management framework.

5. Policy Review

This policy is outlined on the basis of existing framework which is reviewed periodically by the Risk Management Committee and updated as necessary to reflect changes in the internal and external business environment, emerging risks, regulatory developments, and evolving stakeholder expectations. The effectiveness of risk governance, mitigation plans, and reporting mechanisms will be assessed to ensure continuous improvement.

Footnotes

- **Sustainable Development Goals (SDGs):**



- **National Guidelines on Responsible Business Conduct (NGRBC) Principles:**

Principle 1: Businesses should conduct and govern themselves with integrity

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a responsible manner

Field	Description
Document Title	Emami Limited Enterprise Risk Management Policy
Document Number	ELPF/2025/01/ 031
Version Number	1.0
Last Review Date	16/05/2025
Status	Active