SUSTAINABILITY POLICY

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Introduction

Sustainability is becoming a business imperative for all companies. Corporate sustainability is a business approach to creating long-term value by taking into consideration economic, environmental and social parameters that are essential for long term value creation. AIA Engineering is committed to incorporating sustainable thinking across activities and operations.

Policy Objective

AIA's Sustainability Policy is the overarching policy for driving sustainability across the organization. The policy objective is to drive economic, environmental and social development and growth in alignment with the dynamic and emerging needs of its stakeholders – viz. investors, customers, communities, employees, suppliers, regulators and society.

The implementation of various economic, environmental, social and governance priorities of the company will be administered through topic specific policies such as Human Rights Policy, Environment Policy, Climate Change and Energy Management Policy, Water Management Policy, Waste Management & Circular Economy Policy.

AIA's other governance policies like CSR Policy, Whistle-blower Policy; Prevention of Sexual Harassment Policy shall together guide sustainable growth and development and corporate responsibility for AIAE.

Where necessary, other policies shall be formulated by the company to drive its corporate sustainability agenda.

Governance

- EHS Department & Admin Department shall undertake periodic review and update this policy to reflect applicable law(s) and /or latest notifications released by the regulating authorities from time to time.
- EHS Department & Admin Department shall monitor the effectiveness and review the implementation of the compliance principles set forth in this policy, regularly considering its suitability, adequacy and effectiveness.
- The Employees are responsible for the successful implementation of the principles set forth in this policy

Scope & Applicability

This policy applies to all the manufacturing plants across AIA Engineering.

Policy Framework

We, AIA Engineering Ltd., are the solution provider and supplier of wear resistant and allied components for applications in cement, thermal power, mining, aggregate manufacturing Industries.

We recognize sustainable development as a corporate priority and key to our growth and commit ourselves to;

- Integrate environmental and social responsibility into business processes and conduct our business in a fair and ethical manner.
- Promote sustainable business models and practices
- Minimize the environmental impact of our activities and operations across the vale chain
- Be a responsive and inclusive employer
- Set objectives and targets for continual improvement and periodically review our performance.
- Engage regularly with our stakeholders to understand and address their concerns and expectations.
- Comply with the applicable statutory requirements and global charters subscribed by us.
- Continuously upgrade technology and infrastructure and remain EVA+ (Economic Value Added)
- Develop and offer products and services of superior quality, which are efficient, safe and environment friendly.

- Integrate and train our people to conduct their business in line with the policy.

This policy is approved by the Board of Directors in their meeting held on 25th May 2021 and this policy shall be communicated to all employees and is available on the website of the company.

The Sustainability policy shall be reviewed to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations. This exercise shall be conducted once a year or as & when there are changes. We will develop transparency by disclosing our sustainability performance to our customers, investors, employees and all other stakeholders.

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