	Corporate ESG & Sustainability			Page 1 3
	Title: Sustainability Policy			
	Document No- ESG/POL/002	Revision 0	Effective Date 15-05-2025	

Introduction:

At Synthite Industries, we recognise our responsibility to operate in a manner that protects and improves the environment, supports communities, and ensures economic viability. As a global leader in the production of bio-ingredients, we are committed to integrating sustainability into every aspect of our operations — from sourcing and production to packaging and distribution.

Scope:

This policy applies to all operations of Synthite Industries, including our manufacturing units, logistics, and administrative functions. It encompasses all employees, suppliers, contractors and stakeholders involved in our value chain. The policy covers environmental responsibility, ethical sourcing, employee welfare, community engagement, and innovation for sustainable development.

Our Vision:

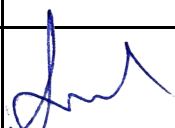
To be an industry leader in implementing sustainable business practices and reducing any adverse environmental, social or economic impact on business or society.


Our Mission:

1. **Sustainable Growth:** Grow smart, grow fast, grow together.
2. **Innovation:** Operational excellence powered by innovation.
3. **Customer Service:** Cultivate customers, care more.
4. **Enhance Value:** For all stakeholders.
5. **Making it a great place to work:** Winning people through collaboration.
6. **Sourcing Responsibly:** Partnering with farmers and suppliers who follow sustainable and ethical agricultural practices.

Policy:

We are committed towards integrating sustainability in our every business decision across our value chain. Periodic communication related to the policy will be made to the external and internal stakeholders. For us, sustainability is beyond just a business

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	Corporate ESG & Sustainability			Page 2 3
	Title: Sustainability Policy			
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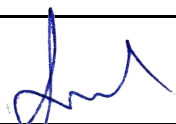
imperative and a way to redesign the future of business. In our sustainable business operation, we believe in giving back more than what we take from the ecosystem.


1. Environmental Responsibility

- **Climate Action:** We are committed to reducing our carbon footprint by improving energy efficiency, shifting to renewable energy sources, and minimising greenhouse gas (GHG) emissions across our value chain.
- **Water Stewardship:** We implement wastewater treatment and rainwater harvesting at our facilities. Water use is regularly monitored.
- **Waste Management:** We aim to minimise waste generation and maximise reuse and recycling of process by-products. Hazardous waste is strictly handled according to applicable legal and environmental standards.
- **Biodiversity Conservation:** We support agricultural practices that preserve soil health, avoid deforestation, and protect natural ecosystems.
- **Improving air quality:** Implement and regularly monitor strategies to control air emissions across all operational activities. This includes adopting low-emission technologies, ensuring proper maintenance of equipment to minimise exhaust emissions, and complying with both national and international air quality standards.

2. Sustainable Sourcing

- We engage with farmers and suppliers to promote sustainable agricultural practices, ensuring minimal use of harmful chemicals and encouraging organic and regenerative farming methods.
- We prioritise traceability and transparency in our supply chain to ensure raw materials are ethically and responsibly sourced.
- Our procurement policy encourages partnerships with suppliers who adhere to environmental and social standards.

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	Corporate ESG & Sustainability			Page 3 3
	Title: Sustainability Policy			
	Document No- ESG/POL/002	Revision 0	Effective Date 15-05-2025	

3. Social Responsibility

- We ensure fair wages, safe working conditions, and equal opportunities for all employees.
- We engage with local communities through education and health, especially in farming regions where we source our raw materials.

4. Innovation and Circularity

- We invest in research and innovation to develop eco-friendly product formulations and sustainable packaging solutions.
- We actively explore circular economy models to close the loop in resource consumption, especially in spice and bio extraction processes.

5. Compliance and Governance

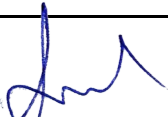
- Our sustainability initiatives are aligned with the national and international frameworks.
- Sustainability performance is monitored regularly and reviewed by top management.

Communication-

We maintain transparent communication of our sustainability performance through ESG reporting and stakeholder engagement.

- Internal stakeholders- Email, Sustainability Report.
- External stakeholders- Website.

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