



AJM GROUP

Report – Adopting Green

Initiatives & Policies

What are Green Initiatives and Policies?

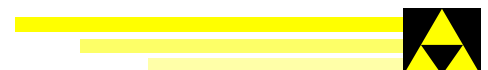
A Green Policy is a company's statement about its commitment to sustainability and environmental management. The AJM Group operates with tomorrow in mind. We're committed to preserving our planet for future generations. As global citizens, we are concerned about the negative consequences of climate change and believe green policy actions by governments, industry and consumers are vital for our welfare and survival.

Samvi is a certified Green Company by the State Pollution and Control Board and the products made by Kamivisa are completely natural and biodegradable.

Intent

The AJM Group is committed to protecting public health by conducting our operations and activities in an environmentally responsible and sustainable manner. The policy outlines our overall policies and reports on our environmental impact.

We strive to be a leader in achieving environmental excellence and will work with our employees and other stakeholders to reach our goals. All employees are responsible for being aware of the environmental and health impacts of their work and for continually striving to minimize these impacts as set forth in our policies.



Operating Principles

Our green policy establishes the following commitments:

- Reduce environmental impact as much as feasibly possible by reducing consumption, recycling materials, minimizing the production of hazardous waste and disposing of waste in an environmentally responsible manner
- Ensure compliance to all Central, State and local statutory requirements
- Conduct activities and operate facilities within applicable environmental laws and regulations
- Encourage suppliers and contractors to adopt cleaner technologies and products with low or no impact to the environment.
- Demonstrate leadership to the community on sustainable practices of hazardous waste management
- Conserve energy and other natural resources
- Adopt green procurement practices
- Continue to review and minimize the impacts of our activities

Company Initiatives (2018 – 2022)

- **World Environment Day - June 5**

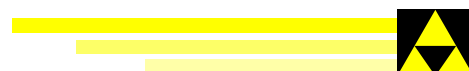
We celebrated World Environment day by raising awareness amongst our employees about the effects of air pollution. We conducted PUC and emission checks on employee vehicles and ran a signature campaign for employees to commit to reducing emissions where possible.

- **Road Safety Week - January 11-17**

We organized an awareness raising program on Road Safety and conducted a briefing on how to ensure employees follow rules and protect themselves adequately while on the road.

- **National Safety Week - March 4-10**

Held interactive sessions on workplace safety at the AJM Group. Employees were encouraged to voice their concerns and come up with suggestions to improve our safety measures and pledged to follow all Health and Safety rules in our policies.



- **Fire Service Week - April 14-20**

We held sessions on fire safety which included dos and don'ts, types of fire, escape methods and how to operate fire extinguishers. We also briefed employees on how to deal with fires at home, during social gatherings, festivals and at public places like cinema halls etc. Employees were encouraged to spread this information to their families and children. We also conducted an operational check of all extinguishers to ensure they are functional.

- **World Water Day - March 22**

The AJM Group celebrated World Water Day by educating all employees about the importance of water conservation, using rainwater harvesting techniques where possible and asking employees to carry this message home to their families. Employees took a pledge to conserve water at the end of the training.

- **AJM Group CSR Initiatives**

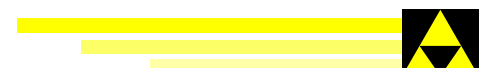
The AJM Group supports green initiatives such as rainwater harvesting as part of its CSR. We supported water conservation, restoration, and regeneration of water bodies and have installed over 60 rainwater pits in partnership with the Tropical Research and Development Center (TDRC).

For more details on these initiatives, please see the relevant reports available on our website (www.ajmindia.com) - including our CSR Initiatives report.

Reports for Further Reading

For detailed policies and practices on our green efforts please see the relevant policy documents:

- Responsible Resource Consumption
- Reduction of Waste
- Reduction of Emissions and Water Usage
- Adopting Energy Efficient Systems
- Using Renewable Energy
- Toxic Materials Disposal
- Toxic Materials Decrease
- Packaging Material



Corporate Pledge

We shall implement green initiatives and practices.

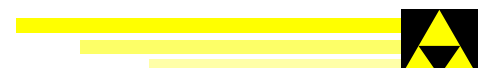
Implementation and Governance

Compliance with Environment laws is a necessity for creating goodwill in the market as well as sustaining the environment. An internal communication regarding this policy will be made to all employees, external suppliers, stakeholders and other interested parties.

Non-compliance of these rules can lead to cancellation or suspension of authorization, imprisonment and hefty fines by the State Pollution Control Board. Such matters can damage the reputation and functioning of the AJM Group and is taken very seriously. Employees are required to strictly adhere to set procedures and report any violations they witness to their direct reporting manager.

Legal Compliance

The AJM Group ensures that all its companies are fully compliant in accordance with all regulations with regard to the environment.



AJM Group Green Policy

The AJM Group will be conscious of our usage of natural resources, conserving resources wherever possible. We will minimize resource waste and use reusable or recyclable packaging materials. We will minimize our use of non-renewable energy sources and explore renewable energy usage to minimize our impact on the environment. We will seek to implement environmentally friendly practices in all aspects of our business and operations.

In order to ensure our equipment and machines are performing at their best, most resource efficient level, we will adhere to a regular maintenance schedule. We will set efficiency and schedule adherence targets to ensure we achieve and exceed our equipment and machine maintenance goals.

We will follow all appropriate protocols when handling toxic and hazardous materials, including using personal protective equipment to minimize the risk of injury. We will follow all applicable waste disposal laws when disposing of hazardous and toxic waste. We will report any incidents involving toxic and hazardous waste to management immediately.

Key Takeaways

Our green initiatives policy sets up the intent of AJM Group companies to comply with the highest environmental standards.

We are a certified Green Company by the State Pollution and Control Board.

All employees are responsible for upholding these values and complying with green policies in their work.

