

WELSPUN



WELSPUN INDIA LIMITED
ESG Policy

ABSTRACT

WIL's ESG Policy outlines the guiding principles for sustainability adopted by WIL.

Environmental, Social and Governance (ESG) Policy

At Welspun India Limited (WIL), consumers' wellbeing and making their lives better is the essence of our business and we are dedicated to creating a smarter, sustainable world. We believe that by embedding sustainability in everything we do and adopting the triple bottom line approach of economic growth, environmental conservation, and social empowerment, we can attain our vision of becoming a leading sustainable textile brand.

With a focus on ESG, WIL endeavours to:

- Adopt best practices across business operations
- Mitigate risk and assess potential opportunities
- Protect the interest of stakeholders

Approach towards Sustainable Development

WIL is committed to fulfilling its economic, environmental, and social responsibilities in its business operations and value chain; in alignment with the United Nations Sustainable Development Goals (UN SDGs). WIL strives to enhance its performance on ESG parameters by promoting highest standards of business practices and striking a balance between environment protection, social wellbeing and economic performance.

Guiding principles for sustainability at WIL

1. Environmental

Compliance

WIL shall comply with applicable legal requirements including environmental clearances, consents, permits, licenses and operational regulatory requirements

Management Systems

WIL shall Implement and maintain environment management systems across our operations along with monitoring, reporting and continually improving our environmental performance

Energy Management and Climate Change Mitigation

WIL shall monitor its energy use and take necessary steps to improve energy efficiency. Contribute to and take action in the fight against climate change through a climate risk assessment, and adoption of suitable mitigation steps such as use of renewable and clean sources of energy, utilising alternative raw materials, increased local sourcing, raise the recycled content. WIL shall also monitor and disclose its carbon footprint on a periodic basis.

Water Management

WIL shall promote sustainable water management practices across its operations and the value chain, including optimization of water consumption, rainwater harvesting, recycling, wastewater treatment, to minimize freshwater withdrawal.

Waste Management

WIL shall focus on waste minimization in processes and collaborate with vendor partners and recyclers to achieve zero waste to landfill. In addition, embrace the principles of circular economy by reducing, reusing, recycling and recovering waste materials generated in operations and value chain.

Product Stewardship

WIL shall conduct analysis to manage the environmental impacts of our products and operations across the value chain, through life cycle assessments and other tools. Explore sustainable alternatives and increased use of certified raw materials such as yarn, cotton, dyes and chemicals, and fabric to enhance product sustainability. In addition, explore sustainable technologies that consume less energy and water during manufacturing, which will lead to reduced product energy and water intensity. Adopt sustainable packaging initiatives that include elimination, reduction, substitution and management of packaging waste, where applicable.

Biodiversity Protection

WIL shall avoid deforestation across its operations. It shall promote the protection and conservation of biodiversity in and around its project sites and emphasise on places of concern and protected areas, where applicable.

2. Social

Compliance

WIL shall comply with applicable legal requirements and related labour laws, in the country of its operation.

Human Capital Management

WIL shall nurture human capital through engagement, training and development, motivation and provision of an inclusive and diverse environment for them to excel.

Respect for Human Rights and Fair Labour Practices

WIL shall promote equal opportunities, fundamental human rights for all employees, fair compensation, freedom of association and the right to bargain collectively in a lawful and peaceful manner.

Diversity and Equal Opportunity

WIL shall provide equal treatment and opportunity to everyone without regard to race, colour, religion, gender, sexual orientation, national origin, age, disability, veteran, marital or domestic partner status, citizenship, family relationship or any other similar characteristic.

Health & Safety

WIL shall adopt and comply with the applicable health & safety regulations, standards and guidelines; provide necessary resources, training and education and measure performance to enhance physical and mental wellness as well as to ensure zero harm to employees, visitors and contractors.

Local Community Engagement

WIL shall engage with local communities around its projects for social interventions or community development projects.

Sustainable Procurement

WIL shall integrate sustainability in its value chain through supplier engagement, disclosure and adherence with the Supplier Code of Conduct, Sustainable Procurement and Responsible Sourcing Policy.

Customer Centricity

WIL shall engage with customers on sustainability issues through sustainability programs and continual dialogues on the same.

3. Governance

Regulatory Compliance

WIL shall ensure compliance with applicable legislations for corporate governance, in its country of operation

Corporate Governance

WIL shall ensure a robust corporate governance mechanism to create a healthy, transparent and professional working atmosphere – with high priority on ethical business practices, along with enhanced environmental and social performance.

Ethical business practices

WIL shall comply with all the relevant anti-bribery and anti-corruption laws including but not limited to the Indian Prevention of Corruption Act, 1988 (IPC), the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act (UKBA), and other applicable laws governing corruption and bribery, whether public, commercial or both.

Stakeholder Engagement

WIL shall engage with diverse stakeholder groups on sustainability issues through transparent communication and strategic collaborations, on a periodic basis.

External Reporting

WIL shall disclose publicly its sustainability performance in line with leading national and global reporting frameworks.

Coverage

This Policy covers all WIL project sites and locations of operations including its corporate office(s).

Governance & Oversight

The cross-functional 'ESG and CSR Committee' will be responsible for enforcing this Policy.

03 February, 2022

Dipali Goenka
CEO & Jt. MD

The policy is approved by the Board on 03 February, 2022.