

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

The Purpose

VINS Bioproducts Limited strives to achieve excellence by adopting the sustainable processes, products and practices with a view to preserve, protect and enrich lives by creating long term value for all its stakeholders and the society as a whole.

The Company operates on the principle of Responsible Business, Responsible towards the Environment, Responsible Workplace and Responsible towards the Community and is proud to have these principles deeply ingrained in its value system.

The Principles and Focus Areas

1. Energy & Emissions:

In our strategy to combat climate change and transitioning to a low carbon economy, we will strive to reduce our carbon footprint by taking on initiatives to monitor and reduce our energy consumption. Our initiatives will be aimed at:

- Adopting solar energy in our offices, plant and premises with 500 Kilo-Watt capacity;
- Enhancing energy efficiency by implementing automated energy management solutions to reduce energy consumption;
- Retrofitting existing high energy consuming devices and equipment to maximize performance while consuming less electricity;
- Creating carbon sink through tree plantation;

2. Waste management:

The Company shall make efforts to dispose waste in the most responsible manner. The Company generates hazardous, biomedical and e-waste and ensures utmost care while handling these waste and minimization at source. The Company takes many initiatives including waste categorization, segregation minimization handling and safe disposal along with monitoring, regulation and control of the processes therein. The Company has in place standard operating procedure in place to ensure waste is collected and disposed only by registered authorized third parties.

3. Water and Effluent treatment:

Company strives to reduce its water consumption and abide by the principle of Reduce, Reuse and Recycle. The Company has taken various initiatives including;

- Water Optimization Programme;
- Best in class recycling facilities with 125kL effluent treatment plant;
- Steam Condensate Recovery System.

4. Learning and Development:

The Company focuses on developing a skilled workforce with necessary competencies to deliver on the Company's strategic and operational plans through well- structured training modules to assist in job specific development as well as personal development of the employees. The Company has undertaken talent assessment and leadership development initiatives and have launched programs under the same.

5. Employee Rewards and Remuneration:

The Company believes in rewarding the employees with a fair compensation for their exemplary performance and has in place performance management system ensuring and enabling high performance culture aligned with the Company's long-term strategy.

6. Review

This Policy will be reviewed by the Board or any of its committees as may be decided by the Board ESG annually and necessary amendments will be carried out as and when required due to changes in applicable factors like law and regulations of the land or any other reason necessitating change in the Policy.