

NEW AMBADI ESTATES PRIVATE LIMITED

Policy document on Business Ethics, Management Systems and community relations

I. Policy on Business Ethics

Objective

To maintain a high standard of ethical behaviour and professionalism in all dealings, ensuring transparency, integrity, and fairness across all levels of business operations.

Scope

This policy applies to all employees, management, stakeholders, and partners involved with New Ambadi Estates (P) Ltd.

Key Principles

This policy aims to foster a positive and inclusive work environment, emphasizing the following five key principles:

1. **Integrity:** The Group emphasizes the importance of honesty, transparency, and ethical conduct in all business dealings. This includes adherence to legal and regulatory requirements and maintaining the highest standards of corporate governance.
2. **Respect:** Respect for all individuals, regardless of their background, position, or role within the organization, is a core value. This includes treating employees, customers, suppliers, and other stakeholders with dignity and courtesy.
3. **Excellence:** The Group strives for excellence in all aspects of its business, from product quality and customer service to employee development and innovation. This involves setting high standards and continuously seeking to improve processes and performance.
4. **Innovation:** Innovation is encouraged to drive growth and competitiveness. The Group fosters a culture of creativity and experimentation, supporting employees who come up with new ideas and initiatives.
5. **Sustainability:** The Group is committed to sustainable practices that balance economic growth with environmental protection and social responsibility. This includes reducing its environmental footprint, supporting social initiatives, and promoting ethical sourcing. use of resources.

Enforcement and Reporting Mechanism

Employees are encouraged to report any violations of this policy through the company's designated confidential reporting mechanism. Any breach of this policy will be subject to investigation and disciplinary action, up to and including termination of employment.

II. Management Systems Policy

Objective

To establish and maintain efficient management systems that promote organizational effectiveness, process standardization, continuous improvement, and innovation.

Scope

This policy applies to all departments and operational units within New Ambadi Estates (P) Ltd.

Key Principles

1. Quality Management System (QMS):

- The company has implemented a QMS that adheres to ISO 9001 standards.
- Regular audits and reviews will ensure continuous improvements in the quality of products and services offered.

2. Risk Management:

- A comprehensive risk management framework is to be implemented to identify, assess, and mitigate potential risks.

3. Health and Safety:

- Occupational health and safety measures will be strictly followed to provide a safe working environment for all employees.
- Regular training and safety drills will be conducted to enhance awareness and response readiness.

4. Supply Chain Management:

- The company has implemented systems to ensure that suppliers and partners meet the company's ethical, environmental, and social standards.
- A performance evaluation mechanism for suppliers will be established to ensure the integrity of the supply chain.

5. Employee Development:

- The company is committed to training and development programs that enhance employee skills, productivity, and job satisfaction.
- Clear KPIs and performance reviews will be used to drive continuous professional growth.

Monitoring and Improvement

Management will regularly monitor the efficiency and effectiveness of these systems through key performance indicators (KPIs) and feedback mechanisms. A culture of continuous improvement will be fostered to address any gaps or inefficiencies.

III. Community Relations Policy

Objective

To maintain a strong and positive relationship with local communities, fostering mutual respect, trust, and shared prosperity.

Scope

This policy applies to the company's interactions with all stakeholders, including local residents, government bodies, non-profit organizations, and other community members.

Key Principles

1. Respect for Local Communities:

- The company will respect the rights, culture, and traditions of local communities.
- Any land use, resource extraction, or operations will be conducted with the consent of relevant stakeholders, following ethical and legal standards.

2. Sustainable Development:

- The company is committed to contributing to the social and economic development of the regions in which it operates.
- Through partnerships with local governments and NGOs, the company will support projects that promote education, healthcare, and economic empowerment.

3. Environmental Stewardship:

- The company will take active steps to minimize its environmental impact on local ecosystems through responsible land management, waste reduction, and resource conservation practices.
- Reforestation and land rehabilitation programs will be prioritized where applicable.

4. Open Dialogue:

- A transparent communication channel will be maintained with local communities to ensure any concerns or grievances are heard and addressed promptly.
- Regular meetings and stakeholder consultations will be held to provide updates on company operations and community involvement efforts.

5. Employment and Local Hiring:

- Where possible, the company will prioritize hiring local talent and providing employment opportunities for the residents of the regions in which it operates.

Engagement and Review

The company will regularly assess the impact of its operations on local communities through surveys and stakeholder feedback. Adjustments to community relations strategies will be made based on these evaluations to ensure long-term positive relationships.

IV. Policy Implementation and Governance

1. Policy Communication:

- These policies will be communicated to all employees, stakeholders, and partners to ensure widespread awareness and understanding.

2. Training:

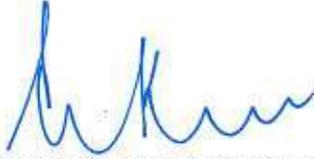
- Regular training sessions will be conducted to ensure employees and management are familiar with the policies, especially regarding ethical conduct and management systems.

3. Accountability:

- The management team, will be responsible for implementing and enforcing these policies.
- Periodic audits will be conducted to ensure compliance across all levels of the company.

4. Review and Updates:

- This policy document will be reviewed annually to ensure it remains relevant to the company's operations and aligned with any legal or regulatory changes.
- Revisions will be made based on stakeholder feedback and operational assessments.



Signed By: **ARUN KUMAR**
CHIEF EXECUTIVE - PLANTATIONS

Dated: 02.05.2024

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VALID TILL - APRIL 2026