Environment and Social (E&S) Policy

SAEL shall conduct its operations in a manner that ensures compliance with legal requirements and meets the highest level of commitment towards protection of People and Environment. SAEL shall strive to safeguard the environment and natural resources and promote resource efficiency in its operations.

This above is achieved through the following commitments:

- Comply with all applicable national and state level legal requirements and regulations pertaining to environment, health & safety and social aspects and provide good workplace practices for its employees, contractors and contract workers across its operations and services.

- Implement, maintain and continually improve the E&S management system through defined objectives, key performance indicators, monitoring, evaluation, compliance assessment and corrective actions, to drive continual improvement across all operations

- Establish appropriate procedures and SOPs with effective checks and controls to identify, address and report infringements, deviations or violations of applicable environmental, forest, wildlife, health, safety and social requirements. Significant non-compliances shall be appropriately escalated and reported to relevant authorities and stakeholders, in accordance with legal and regulatory requirements.

- Regularly assess the potential E&S impacts, and risks associated with business operations and make sustained efforts to mitigate the identified impacts by implementing good international industry practices (GIIP) in its operations

- Promote a circular economy approach by optimizing the use of natural resources such as water, air and soil, minimizing waste generation, promoting reduction, reuse, recycling and recovery of materials, and seeking to maximize the value and useful life of products, materials and resources throughout their lifecycle.

- Establish and maintain robust emergency preparedness and response systems for accidents, fires, natural hazards, operational emergencies and climate-related risks, including appropriate response, recovery and business continuity measures

- Safeguard stakeholders, communities and workers through meaningful engagement, transparent E&S disclosure, and accessible grievance mechanisms that protect workers' and human rights and allow alternative avenues to raise concerns on working conditions and employment terms.

- Employ qualified, competent and trained personnel and continually build the E&S capabilities and awareness of employees, contractors and workers through appropriate training, communication and culture-building initiatives, with emphasis on prevention of accidents, occupational diseases and adverse environmental and social impacts.

- Optimize technologies and operational practices to maintain safe & healthy workplace and strive to achieve zero accident rates and communicate our EHS risks, performance and progress to relevant internal and external stakeholders.

- Foster communication and collaboration with relevant authorities, employees, professional bodies and stakeholders on environmental, health and safety matters, while ensuring worker participation in defining EHS objectives and priorities.

- Promote responsible environmental and social practices across the supply chain by selecting and engaging suppliers and contractors based on their commitment to E&S performance, safe working conditions and compliance with applicable SAEL ESMS policies and EHS guidelines in contractual requirements.

- Promote merit-based, fair and transparent employment practices and provide equal opportunities without discrimination based on race, colour, religion, national origin, gender, sexual orientation, age or other characteristics protected under applicable law.

- Prohibit child labour, forced labour, modern slavery, and gender-based violence and harassment across our workforce and value chain, with vendors required to comply with applicable laws and safeguards, supported by appropriate monitoring mechanisms.

- Respect and protect the dignity, identity and human rights of all employees by maintaining a safe, inclusive workplace free from harassment, intimidation and discrimination.

- SAEL will undertake analysis of alternatives prior to retrenchment to reduce the adverse impacts on workers. Committed to comply with all legal and contractual requirements related to notification of public authorities and provision of information to, and consultation with workers and their organizations.

This Policy has been approved by the Board of Directors and shall be implemented across all applicable operations, projects and relevant business units of SAEL. The primary agency responsible for implementing this policy and its objectives across the organization is the ESMS Committee of SAEL. To meet its objectives successfully, the same shall be supported by other departments of SAEL as per requirement.

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