

		
<b>Title: Sustainability &amp; ESG Policy</b>		<b>Doc No – 6</b>
<b>Date of issue: 01/01/2026</b>	<b>Revision No. Ref:</b>	<b>Policy No-6</b>

## Sparkon Textiles Ventures Pvt. Ltd.

### Sustainability & ESG Policy

Revision History		
Sr. No	Revision No	Date
1	Revision No. Ref:	01/01/2026

#### Content

##### 1. Purpose

The purpose of this Sustainability & ESG (Environmental, Social & Governance) Policy is to establish the Company's commitment to responsible business practices that promote long-term environmental stewardship, social responsibility, and strong corporate governance.

This Policy aims to:

- Integrate sustainability principles into business strategy and operations
- Reduce environmental impact
- Promote ethical labor and community engagement practices
- Strengthen governance and transparency
- Enhance long-term stakeholder value

		
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## 2. Scope

**This Policy applies to:**

**All Directors and employees**

**Contractors, suppliers, and business partners**

**All operational locations and business activities of the Company**

**The principles of this Policy shall be embedded across procurement, production, administration, logistics, and management functions.**

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## 3. Definitions

**Sustainability:**

**Meeting present business needs without compromising the ability of future generations to meet their own needs.**

**ESG (Environmental, Social & Governance):**

**A framework used to evaluate an organization's environmental impact, social responsibility, and governance practices.**

**Social Responsibility:**

**Efforts to minimize environmental footprint through efficient resource use, waste reduction, energy conservation, and pollution prevention.**

**Social Responsibility:**

**Commitment to employee welfare, human rights, diversity, workplace safety, and community engagement.**

**Governance:**

**Systems and processes that ensure accountability, transparency, ethical conduct, and regulatory compliance.**

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#### **ss4. Environmental Commitment**

**The Company shall strive to:**

**Optimize energy and water consumption**

**Reduce waste generation and promote recycling**

**Prevent pollution and ensure proper disposal of hazardous materials**

**Comply with applicable environmental laws and standards**

**Encourage sustainable sourcing of raw materials**

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#### **5. Social Responsibility**

**The Company is committed to:**

**Providing a safe and healthy workplace**

**Ensuring fair wages and non-discriminatory practices**

**Prohibiting child labor and forced labor**

**Promoting diversity and inclusion**

**Supporting local communities where feasible**

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#### **6. Governance Standards**

**The Company shall:**

**Maintain high standards of ethics and integrity**

**Ensure compliance with all applicable laws and regulations**

**Promote transparency in financial and operational disclosures**

**Implement effective risk management and internal controls**

**Encourage whistleblowing and ethical reporting mechanisms**

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#### **7. Implementation & Monitoring**

**Senior Management shall oversee implementation of this Policy.**

**ESG-related goals and initiatives shall be reviewed periodically.**

**Performance indicators may be developed to measure sustainability progress.**

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#### **8. Reporting & Disclosure**

**Where applicable, the Company may disclose ESG initiatives and performance to stakeholders, investors, and regulatory authorities in line with applicable requirements.**

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#### 9. Review and Amendment

This Policy shall be reviewed annually or as required due to changes in business operations, regulatory framework, or stakeholder expectations.

Any amendments shall be approved by the Board of Directors.

#### EFFECTIVE

The policy shall come into force with effect from - 01/01/2026

A handwritten signature in purple ink, appearing to read "A. Chandy".