

**Voltamp Transformers Limited**

## **Sustainability Policy**

At Voltamp Transformers Ltd. ("VTL"), we firmly believe that embracing sustainable practices across all facets of our operations is not just a mere business requirement, but a strategic advantage that ensures enduring success. Our approach revolves around seamlessly integrating economic advancement, social accountability and environmental stewardship, all aimed at enhancing the overall quality of life. We are dedicated to aligning our business values and operations to meet the expectations of our customers, employees, value chain partners, investors, communities and relevant stakeholders. VTL's commitment to conducting business sustainably entails the fusion of environmental, social and ethical principles into every aspect of our operations.

Our aim is to not only uphold but also enhance our operations and processes to ensure they remain in harmony with nature, society and the economy.

At VTL, sustainability is not merely a goal but a guiding principle that shapes our decisions, actions and aspirations.

We are committed to:

### **Energy Management and Carbon Neutrality:**

- Continuous improvement in energy management and reduction in carbon intensity in alignment with science-based targets and our commitment to carbon neutrality.

### **Water Conservation and Management:**

- Focusing water conservation, water recycling and rainwater harvesting to achieve Water Positive status.

### **Waste Management and Circular Economy:**

- Endeavor to achieve Zero Waste to Landfill and promote a Circular Economy approach.
- Adopt a sustainable waste management philosophy that prioritizes waste minimization, segregation, reuse, recycling and eco-friendly disposal practices. Our approach is guided by adherence to regulatory requirements and industry best practices, ensuring compliance while minimizing our environmental footprint.

### **Optimization of Natural Resources:**

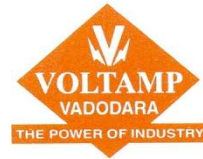
- Optimize the use of natural resources through material substitution, recycling and reuse strategies.

### **Human Capital Development:**

- Foster inclusive development by nurturing human capital through engagement, training, and development in sustainable practices, both at work and within the wider community.

### **Health, Safety, and Environment (HSE):**

- Provide and maintain a clean, healthy and safe working environment for employees, customers, and the community.
- Ensure positive safety and health impacts of our products and services.



## Voltamp Transformers Limited

### **Social and Ethical Workplace:**

- Cultivate a diverse, social and ethical workplace, working towards a sustainable ecosystem and creating stakeholder value.

### **Resource Efficiency:**

- Improve resource efficiency, particularly for key resources such as energy and water.
- Integrate energy, water and environmental considerations into facility design and enhancements.

### **Energy and Climate Action:**

- Monitor and reduce energy consumption and carbon footprint.
- Manage and enhance energy performance, energy efficiency and carbon footprint reduction.
- Increase the use of renewable energy and explore emerging no-carbon or low-carbon energy sources.
- Track value chain emissions and collaborate with vendors and partners to manage and reduce them.

### **Customer Partnerships:**

- Partner with customers to assist them in managing their environmental and carbon footprint, leveraging our consulting, business and technology capabilities.

### **Employee Engagement:**

- Encourage employees to conserve energy and water, minimize their personal carbon footprint, reduce waste and adopt recycling practices.

### **Communication and Reporting:**

- Communicate the sustainability policy to all stakeholders and ensure its availability to interested parties.
- Report environmental sustainability and climate change performance through various mandatory and voluntary disclosures and appropriate communication channels.

### **Continuous Improvement:**

- Set, monitor, benchmark, and review progress against targets to achieve continual improvement in energy and environmental performance and overall environmental management systems.
- Periodically review the environmental sustainability policy and management systems to ensure their ongoing applicability and relevance to our operations and evolving stakeholder expectations.

### **Biodiversity Preservation:**

- Control, conserve and enrich biodiversity within our campuses as an integral part of our environmental stewardship.

### **Responsible Sourcing:**

- Involving reliable selection and procurement of materials and products, prioritizing ethical, sustainable, and socially responsible practices. It aims to mitigate environmental impact, uphold human rights, and foster transparency across supply chains.