

OEPL ESMS Manual	ANNEXURE - 3	Document Code: OEPL-POL-ESMS- EAS_POL-03
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	Document Title: Environmental and Social Policy	Date: 29-Aug-2025
		Document Owner: E & S MANAGER

OEPL is committed to conducting its business operations in a responsible and sustainable manner, creating long-term value for its stakeholders while minimizing its environmental and social (E&S) impact. This policy outlines the Company's commitment to integrating E&S considerations into its business strategy, operations, and decision-making processes.

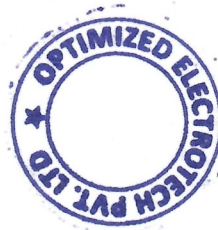
OEPL shall:

- comply with all the local, state and national E&S laws, legal regulations, good industrial practices related to E&S aspects across their business activities;
- Implement a robust E&S risk management system covering risk assessment (including supply chain risks), mitigation, monitoring, reporting, and stakeholder engagement.
- Implement responsible environment management programs to minimize pollution and conserve resources.
- Monitor climate-related indicators to assess and manage relevant climate-related risks and opportunities and continuously work to reduce environmental footprint.
- Focus on promoting fair labour practices, ensuring employee well-being and contributing to the overall welfare of workforce and communities;
- Not engage forced, involuntary, bonded or child labour and discrimination among employees (including contractual workforce)
- Follow disciplinary practices and the system of freedom of association and collective bargaining;
- Foster a safe working environment with zero tolerance for discrimination, Gender based violence and harassment and unsafe practices;
- Promote diversity in hiring, employee skill development and opportunities, encourage respectful and diverse workspace;
- Provide safe and healthy environment for the employees, visitors and other stakeholders to prevent work-related injury and ill-health;
- Make available fair, transparent and timely redressal mechanism for stakeholders in respect of any grievance;
- Set out organizational roles and responsibilities and ensure that all employees and workers are aware of their roles and responsibilities to fulfil and sustain the policy;
- Conduct E&S awareness and training programs for employees, contractors, customers, and stakeholders on green technologies, responsible practices, and sustainable lifestyles.
- Provide necessary training to all employees and contractors on E&S related issues, concerns and best practices;
- Monitor the E&S Key performance Indicators (KPIs) to track performance on E&S objectives;
- Uphold the highest ethical standards in all business dealings and decision-making processes;
- Strengthen governance and business integrity practices by implementing robust anti-bribery and corruption (ABC) measures, anti-money laundering (AML) compliance, and a whistleblower mechanism to ensure transparency, accountability, and ethical conduct across all operations.

The ESMS Committee shall review this policy annually or as required. Any revisions shall be duly approved by the undersigned.

Date: 29-Aug-2025

Place: Bangalore & Ahmedabad




Dharin Shah

Executive Director