

ENVIRONMENTAL SOCIAL AND GOVERNANCE POLICY

1. Introduction

Fleetguard Filters Private Limited (FFPL) is committed to conducting business responsibly, ethically, and sustainably. The Company integrates Environmental, Social, and Governance (ESG) principles into its operations to support long-term sustainability, risk management, and stakeholder value creation. FFPL focuses on reducing environmental impact, fostering a safe and inclusive workplace, supporting community development, and maintaining transparent governance practices.

2. Scope

This policy applies to all employees, directors, officers, and representatives of FFPL across all operations in India. FFPL also encourages suppliers, contractors, and business partners to align with its ESG commitments.

3. ESG Governance and Approach

FFPL has established an ESG framework to drive sustainability and stakeholder value. An ESG Committee, comprising representatives from key functional departments, oversees implementation, performance monitoring, and policy review. The ESG Policy is reviewed annually or when required based on regulatory or business changes.

4. ESG Focus Areas

I. Environmental Responsibility

FFPL is committed to minimizing environmental impact through legal compliance and continuous improvement. Key focus areas include:

- Climate Change & Energy Management: Reducing greenhouse gas emissions, improving energy efficiency, and promoting renewable energy adoption.
- Resource & Water Management: Promoting responsible consumption, recycling, water conservation, and pollution prevention.
- Waste & Circular Economy: Reducing waste generation, encouraging reuse and recycling, and promoting sustainable product and process design.
- Air, Soil & Chemical Management: Preventing pollution through safe chemical handling, emission monitoring, and responsible waste management.
- Biodiversity Protection: Supporting conservation of ecosystems and minimizing ecological impact.

II. Social Responsibility

FFPL is committed to promoting human rights, employee well-being, workplace safety, diversity, and community development. Key commitments include:

- Prohibition of forced, bonded, or child labour.
- Fair and non-discriminatory workplace practices.

Fleetguard Filters Private Limited

Corporate Identification No. U29197MH1987PTC042672

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- Respect for freedom of association and collective bargaining.
- Compliance with labour laws relating to wages, working hours, and employee benefits.
- Providing safe and healthy working conditions and employee welfare programs.
- Promoting diversity, inclusion, and women's rights.
- Maintaining confidentiality and non-retaliation in grievance reporting.
- Supporting employee training, skill development, and career growth.
- Supporting community development through Corporate Social Responsibility (CSR) initiatives.
- Ensuring transparency and accountability towards stakeholders through grievance and whistleblower mechanisms.

III. **Governance and Ethical Business Conduct**

FFPL promotes strong governance standards and ethical business practices by:

- Engaging transparently with stakeholders.
- Ensuring compliance with applicable laws and regulations.
- Maintaining zero tolerance towards bribery, corruption, and unethical practices.
- Promoting fair competition and compliance with antitrust laws.
- Protecting data privacy, confidential information, and intellectual property.
- Encouraging responsible sourcing and sustainable supply chain practices.

5. **Reporting and Compliance**

FFPL periodically reviews ESG performance and makes necessary disclosures as per regulatory and stakeholder requirements. Violations of the ESG Policy may result in disciplinary action as per company rules and applicable laws.

6. **Policy Review**

The ESG Policy is reviewed annually or whenever significant regulatory or business changes occur. Amendments will be approved by Management and communicated to stakeholders.

Sd/-

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