

INDEVCO Environmental Policy

1. Purpose

INDEVCO's Environmental Policy establishes our commitment to reducing environmental impacts and adopting a precautionary approach to managing our operations, thereby conserving resources, preventing pollution, and operating responsibly across all INDEVCO operations. As a diversified manufacturer & supplier of paper-based, tissue, and plastic raw materials and packaging, consumer and away-from-home disposables, renewable energy solutions, and machinery, we recognize our responsibility to lead with sustainable environmental performance.

2. Scope

This policy applies to:

- All employees, contractors, and visitors
- All manufacturing plants, warehouses, distribution centers, and offices
- Supply chain partners and outsourced service providers

3. Environmental Commitment

We commit to:

- Complying with applicable environmental laws and global standards (ex, ISO 14001).
- Actively reducing our environmental footprint across the operations and lifecycle of our products where applicable.

4. Key Environmental Objectives

4.1 Resource Efficiency & Sustainability

We will:

- Optimize water usage, especially in water-intensive operations such as paper and tissue, hygiene, and chemical production lines.
- Minimize industrial/operational waste through optimized production processes & recovery systems.
- Increase recycled content in packaging, paper, and tissue products wherever feasible.
- Explore & innovate with renewable resources for raw materials where possible.
- Increase use of tissue, paper, and corrugated raw materials from sustainable sources (sustainable forests).

4.2 Climate & Energy Management

We will:

- Integrate renewable energy technologies (PV, biomass, etc.) into manufacturing plants and warehouse operations where possible.

- Reduce greenhouse gas emissions to the maximum level possible across Scope 1, 2, and relevant Scope 3 activities.
- Optimize energy consumption through automation, LED retrofits, insulation, heat recovery systems, and other energy-efficient technologies.
- Improve energy performance by upgrading manufacturing machinery regularly for energy efficiency
- Promote the usage of energy-efficient transportation.

4.3 Pollution Prevention, Waste Reduction & Circularity

We will:

- Support circular economy initiatives for corrugated, paper, plastics, and tissue products.
- Enhance industrial plastic scrap recycling operations and promote recycling of other production scrap, including paper, cardboard, etc.
- Create a recycling culture for office waste segregation and recycling,
- Safely dispose of and recycle, where possible, e-waste.
- Optimize packaging thickness and weight while maintaining quality.
- Increase recyclability, reusability, and biodegradability of applicable product lines.
- Control & treat wastewater from operations.
- Ensure safe storage, handling, and disposal of chemicals used in manufacturing products, such as detergents, wipes, adhesives, coatings, etc.
- Reduce hazardous waste through the substitution of toxic materials and safe handling protocols.

4.4 Sustainable Product Design

We will:

- Develop eco-friendly plastic materials, biodegradable options, and recyclable polymers.
- Ensure tissue, diapers, wipes, and pads use responsibly sourced inputs and low-impact chemicals.
- Formulate detergents and soaps using safer, environmentally friendly ingredients.
- Promote renewable energy products (PV panels, LEDs, EV components, biomass boilers, wooden-frame structures) with long lifespan and low environmental impact.

5. Supply Chain Environmental Responsibility

We will:

- Encourage suppliers to reduce environmental impacts, acknowledge and sign the Supplier Code of Conduct.
- Encourage suppliers to adopt responsible waste management, emissions controls, and safe chemical practices.
- Evaluate and select suppliers based on environmental performance and regulatory compliance where applicable.

6. Environmental Awareness & Training

We will:

- Provide regular training on environmental responsibilities, chemical safety, waste segregation, and emergency response.
- Promote employee engagement through awareness campaigns, environmental days, and continuous improvement programs.

7. Monitoring, Reporting & Continuous Improvement

We will:

- Set measurable KPIs for emissions, waste, water, energy, and recyclability where applicable.
- Conduct internal audits and environmental assessments.
- Report environmental performance transparently to stakeholders.
- Continuously improve operational processes to achieve higher environmental standards.

8. Accountability

- **Executive Management** ensures this policy is implemented across all divisions.
- **Health, Safety, & Environmental (HSE) Departments** manage compliance and audits.
- **Sustainability Department** guides divisions and operations, monitors and reports progress, & supports employee training.
- **Operations Managers** enforce environmental controls at all facilities.
- **Employees** are expected to follow environmental procedures and report any issues.

9. Policy Review

This policy will be reviewed periodically, or whenever significant changes occur in environmental regulations, operations, or organizational structure.

COO Signature

Date

