



# JAMNA AUTO INDUSTRIES LIMITED

## Environment Social and Governance Policy

(updated as of 29<sup>th</sup> March, 2025)

This policy is intended to ensure that company incorporates environmental, social, and governance (ESG) factors in its operations. We shall strive towards minimizing environmental footprint, uphold governance, maintaining ethical work practices, providing a safe and healthy work environment and share values with our employees, vendors, customers and society. The Policy applies across all our plants, offices and establishment. We expect our supplier, vendors and partners to share our values and integrate these principles into their operations.

### **Our Philosophy**

Jamna Auto Industries Limited (JAI) is committed to achieving sustainable growth by implementing responsible business practices. The goal is to create long-term value for our stakeholders, while balancing profitability with social and environmental responsibility.

The ESG committee shall oversee implementation of ESG framework in the Organization and define goals, set targets, ensures alignment with regulations, and tracks progress. The Committee shall be chaired by Executive Director and shall consist of senior executives. ESG team shall consists of executives, managers and sustainability experts who shall work together to develop, execute, and monitor ESG initiatives.

Our sustainability framework is built around three pillars—Environment, Social, and Governance—that collectively guide our approach to sustainability. The sustainability goals under each pillars are aligned to ensure a holistic and responsible approach across all areas of our operations.

### **Environment**

We strive towards environmental sustainability and ecological balance by reducing waste, conserving energy, promoting biodiversity, and shifting towards renewable energy sources. We will actively participate in environmental activities and encourage environmental initiatives at the local administration level to promote sustainable practices in our communities. Our focus areas under Environmental goals are:

- i. Waste management
- ii. Water management and conservation of water
- iii. Adoption of renewable energy sources
- iv. Discourage use of plastic
- v. Enhancing energy efficiency
- vi. Reducing carbon emissions
- vii. Sustainable sourcing



## **Social**

We are committed to improve quality of life of our people and communities surrounding our plants. Health, safety, human rights, skills enhancement and equitable developments are our priorities. We shall strive towards maintaining harmonious and cordial relationships with our employees and stakeholders. Our focus areas under Social goals are:

- i. Safe and healthy working condition.
- ii. Fair wages and compensation.
- iii. Respect for Human Rights and labour standards.
- iv. Employee and workers wellbeing.
- v. Trainings and skill development.
- vi. Supporting women leadership.
- vii. Workplace safety and harassment prevention.
- viii. Prevention of child and force labour, modern slavery and work discrimination.
- ix. Ensuring equal opportunities in work and gender equality.
- x. Community wellbeing.
- xi. Skill development and vocational training for youth and women.
- xii. Supporting small and diverse suppliers.

## **Governance**

We are committed to be fair and transparent in our working. We strive to maintain highest standards of integrity, transparency, and compliance ensuring ethical business conduct. The company aims to foster a culture and environment that promotes efficient and ethical work practices, drives long-term wealth generation, and creates value for all stakeholders. Our focus areas under Governance goals are:

- i. Board Composition and diversity
- ii. Transparency and Accountability
- iii. Ethical Business Practices
- iv. Risk Management including cyber risk and data protection
- v. Regulatory Compliances
- vi. Stakeholder's engagement
- vii. Grievances mechanism and Whistleblower protection
- viii. Customer rights and satisfaction
- ix. Anti-corruption and anti-bribery practices.

## **Disclosure**

We publish our ESG performance annually in Business Responsibility & Sustainability Report as part of our Annual Report. We also publish our Corporate Governance report and CSR report in the Annual Report. We will continue to expand our ESG disclosures voluntary and to meet regulatory requirements.



## **Miscellaneous**

- i. Company's HR and other policies, codes and mechanism shall provide guidance and support in achieving our ESG goals. By integrating ESG principles into our policies, we foster a culture that upholds sustainability, equity, and good governance throughout the organization.
- ii. ESG Committee shall administer this policy. The Committee may review the Policy on quarterly basis.
- iii. In the event of any inconsistency between the provisions of this Policy and the applicable regulatory mechanism, the Policy shall be automatically amended to align with and give effect to the requirements of the regulatory mechanism. This ensures that the company remains compliant with all relevant laws and regulations while maintaining its commitment to ESG goals.