

## Sustainable Development Policy

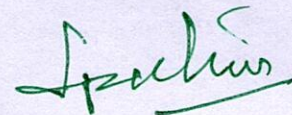
Sustainability is integral to our business value-system aggregating economic, social, environmental and ethical principles to holistic business model of Nalco. We dedicate ourselves to excellence in business and stellar performance, creating and delivering value to stakeholders.

### Guiding Principles

- i) Ethics, Transparency, Accountability & Integrity in Governance, ensuring compliance with applicable legal and regulatory requirements with infusion of sustainability considerations in the business decisions, while preserving and promoting human rights and advocating public and regulatory policy in a transparent and responsible manner.
- ii) Producing sustainable products adopting sustainable, fair & non-discriminatory technical, commercial and administrative practices while ensuring sustainability, safety, health, diversity & wellbeing of employees and associates in value chain, and striving to provide maximum satisfaction to all stakeholders including employees, customers, consumers, suppliers & service providers.
- iii) Assigning priority to preservation of natural resource, conservation of ecosystem & bio-diversity, environmental excellence, energy efficiency and low-carbon footprint in all facets of our activities, pursuing innovative solutions for the same.
- iv) Engaging with our stakeholders, including Communities, understanding their concerns and contributing to inclusive growth and equitable development through CSR and other means.
- v) Monitoring and reporting progress on our sustainability performance to our stakeholders on a regular basis .

### Commitment

We are committed to conduct our business in a responsible manner and to continually evolve our structure, policies, systems, processes and practices to match global standards and to ensure a better planet for future generations.



( S. Patra )

Date 28.06.2021

Chairman-cum-Managing Director