



THIRUMALAI CHEMICALS LIMITED

SUSTAINABILITY POLICY

Thirumalai Chemicals recognises that sustainability management is not just driven by economic, legal or regulatory factors, but also the ethical, ecological and economic considerations.

As a responsible organisation, we strive to integrate these into our overall performance management practices. This policy serves as a guide for sustainability initiatives, ensuring that they align with our framework and contribute to creating enduring value for our business, the environment, and society as a whole.

SCOPE

This policy applies to all levels of the organization across Thirumalai Chemicals Limited.

OUR OBJECTIVE

Our strong emphasis on good governance remains steadfast, and our commitment to sustainable development further reinforces this policy.

Our goal is to advocate for and implement sustainable business practices in collaboration with our stakeholders, ultimately co-creating sustainable business value that helps them achieve their own sustainability objectives. We believe that operating our business in an environmentally sustainable manner will aid us in building a sustainable future.

OUR APPROACH

We are committed to integrating sustainable practices into our business, which is central to improving the quality of the environment around us through the following principals;

- Integrate sustainability into our business decisions, processes, mitigating future risks and maximising opportunities
- Follow highest standards of governance and transparency
- Provide a clean, safe and healthy conditions for our employees
- Contribute to an equitable and inclusive development of the communities around us.

Our Commitments

- Constitute a governance structure to oversee our sustainability commitments
- Identify relevant material sustainability issues and develop comprehensive plans
- Strategies with goals, targets, mitigation and adaptation action plans to address them under the aegis of the committee

GENERAL

The Sustainability policy shall be reviewed to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations. We will build transparency by publishing the sustainability details to employees, customers and all other stakeholders.