

ANMOL INDUSTRIES LIMITED



As approved by the Board of Directors on 10th September, 2026

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

ANMOL INDUSTRIES LIMITED

Registered Office: 229, A.J.C. Bose Road, Unit 3A, 3B, 3C & 3D, Crescent Tower, 3rd Floor,
Kolkata 700 020, West Bengal, India

Phone: 9836265111

Email: cs@anmolindustries.com

Website: www.anmolindustries.com

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1. Preamble:

We view environmental, social and governance (“ESG”) considerations as an important aspect of our long-term business strategy and operational sustainability. As a company engaged in the manufacturing and sale of biscuits & cookies, cakes & other products, we recognise that our operations interface with the environment, our workforce, the communities in which we operate, and our broader stakeholder ecosystem, and that responsible conduct across these dimensions is integral to building a resilient and future-ready organisation.

This Environmental, Social and Governance Policy (“Policy”) sets out our approach towards integrating ESG considerations into our business strategy, operations and decision-making processes, and reflects our commitment to sustainable and responsible growth.

2. OBJECTIVE:

The objectives of this Policy are to:

1. Institutionalise the Company’s commitment to environmentally responsible, socially inclusive and well-governed business practices;
2. Provide a structured framework for identifying, implementing, monitoring and reporting on the Company’s ESG initiatives;
3. Align the Company’s sustainability efforts with recognised global and national frameworks, including the United Nations Sustainable Development Goals (“UN SDGs”) and applicable regulatory requirements, including the Business Responsibility and Sustainability Reporting (“BRSR”) framework prescribed under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”); and
4. Support long-term operational resilience, cost efficiency and stakeholder value creation through the adoption of sustainable practices across the Company’s manufacturing operations and value chain.

3. Applicability and Scope:

This Policy applies to the Company, all its manufacturing facilities, employees, and, to the extent applicable, its suppliers, vendors and business partners. The Policy covers the environmental, social and governance dimensions of the Company’s operations, and is intended to be read alongside the Company’s other governance policies, including its Corporate Social Responsibility Policy, Risk Management Policy, and Code of Conduct.

4. Our ESG Philosophy

We are committed to integrating environmentally responsible practices across our manufacturing operations. Our approach to ESG is built around three inter-linked pillars — Environmental stewardship, Social responsibility, and robust Governance — each of which is described in further detail below.

We have aligned our sustainability initiatives with 9 (nine) of the 17 (seventeen) United Nations Sustainable Development Goals (“UN SDGs”), reflecting our commitment to contributing meaningfully towards globally recognized sustainability priorities. Our alignment with these goals is set out below:

SDG	Goal	Anmol's commitment
SDG 2	Zero Hunger	Providing free and nutritious meals and nutrition support to underprivileged communities.
SDG 3	Good Health & Well-being	Conducting healthcare camps and mobile care initiatives, and supporting community health, including support for hospitals and animal shelters.
SDG 4	Quality Education	Supporting government-school education and learning infrastructure, with a focus on underserved and differently-abled students.
SDG 6	Clean Water & Sanitation	Enhancing rural access to safe drinking water through the establishment of water treatment plants.
SDG 8	Decent Work & Economic Growth	Implementing environmental, health and safety initiatives across our facilities, and supporting livelihood and skill-development programs that enhance employability.
SDG 12	Responsible Consumption & Production	Adopting heat-recovery systems, solar power, and regular energy audits to improve resource and energy efficiency.
SDG 13	Climate Action	Partnering with the government for plastic-bag recycling, having repurposed most of the plastic used in our products.
SDG 15	Life on Land	Undertaking tree plantation, water conservation, sustainable waste management, and green energy initiatives, including mangrove and vetiver restoration under our environmental CSR programs.
SDG 17	Partnerships for the Goals	Collaborating with government bodies to support healthcare and education-related initiatives for the benefit of society.

5. Environmental Initiatives:

Our ESG initiatives include the adoption of renewable energy through solar power generation, the implementation of energy-efficiency measures such as heat recuperation systems for efficient water heating, water conservation practices, waste reduction initiatives,

and plastic recycling undertaken pursuant to our extended producer responsibility (“EPR”) obligations. These initiatives are aimed at reducing our dependence on conventional energy sources, improving cost efficiency and lowering our carbon footprint.

Key areas of focus under our environmental initiatives include:

5.1 Renewable and Alternative Energy

We endeavour to utilise alternative and sustainable energy sources, including solar power, as part of our efforts to reduce our dependence on conventional energy sources, improve cost efficiency and support our broader environmental sustainability objectives. We continue to explore opportunities to expand our renewable energy footprint across our manufacturing facilities.

5.2 Energy Efficiency

We are committed to implement energy-efficiency measures, including heat recuperation systems for efficient water heating, and conduct regular energy audits across our facilities to identify opportunities for reducing energy consumption and lowering our carbon footprint.

5.3 Water Conservation

We endeavour to undertake water conservation practices through harvesting rain water, establishment of water treatment infrastructure namely effluent treatment plants (“ETPs”), where applicable. We have established effluent treatment plants (“ETPs”) across all our manufacturing facilities to facilitate the treatment and management of wastewater generated from our operations.

5.4 Waste Reduction, Recycling and Extended Producer Responsibility

We undertake waste reduction and recycling initiatives pursuant to our EPR obligations relating to plastic packaging, including partnerships for efficient plastic waste recycling, with the objective of responsibly managing packaging waste generated through our operations.

5.5 Environmental Sustainability

We undertake initiatives relating to afforestation, tree plantation, sustainable waste management and environmental awareness. We also support programmes intended to encourage responsible use of natural resources and promote sustainable development practices within local communities. We have implemented environment, health and safety initiatives across all our facilities, with the objective of ensuring a safe working environment for our employees and minimising the environmental impact of our operations.

6. Social Initiatives:

Our social initiatives are aimed at contributing meaningfully to the communities in which we operate, with a focus on nutrition, education, healthcare, and underserved community development. These initiatives are undertaken directly and, where appropriate, in partnership with government bodies and non-governmental organisations, and are aligned with our Corporate Social Responsibility Policy.

6.1 Education

We seek to promote access to quality education and support the educational development of children from economically weaker sections of society. Our activities in this area include support for educational infrastructure, development of classroom facilities, and scholarship programmes aimed at enabling students to pursue their education. We also undertake other initiatives intended to improve learning outcomes and create better educational opportunities for underserved communities.

6.2 Healthcare and Safe Drinking Water

We seek to improve access to basic healthcare services and promote preventive health awareness, particularly in underserved and rural communities. Under Anmol Swasthya, we undertake programmes aimed at facilitating healthcare access, health awareness and preventive care. In addition, through Anmol Jeevan, we support projects that improve access to safe drinking water and seek to address issues associated with water-borne illnesses by developing drinking water infrastructure in identified communities.

6.3 Livelihood Enhancement and Skill Development

We strive to improve livelihood opportunities for individuals and households from marginalised communities. These initiatives focus on skill development, vocational training, capacity building and promotion of self-employment opportunities with the objective of improving income generation capabilities and fostering economic self-reliance.

6.4 Community Engagement and Social Inclusion

We engage with local communities and support initiatives designed to address social and community welfare needs. These programmes focus on community participation, support for vulnerable and marginalised sections of society, and initiatives aimed at fostering social inclusion and community development.

7. Governance

Robust governance underpins our ESG philosophy and ensures accountability, transparency and effective oversight of our ESG initiatives. Our governance framework includes:

1. Board oversight of the Company's ESG strategy and performance, with periodic review of material ESG risks and opportunities;
2. Designation of responsibility for implementation of ESG initiatives to appropriate committees of the Board, including the Corporate Social Responsibility Committee and the Risk Management Committee, in accordance with their respective terms of reference;
3. Integration of ESG considerations into the Company's enterprise risk management framework under its Risk Management Policy; and
4. Periodic reporting on ESG performance, including through the Company's Business Responsibility and Sustainability Report and Annual Report, in accordance with applicable SEBI Listing Regulations.
5. We have integrated QFS (Quality and Food Safety) objectives in our business to align them with consistent metrics for monitoring performance. We ensure compliance with the requirements of the Food Safety and Standards Act, and our Quality Systems require all our suppliers to comply with Food Safety and Quality Standards.

8. Governance and Oversight

The Managing Director shall have the authority to implement and amend this ESG Policy, in consultation with the Board of Directors. The Managing Director may, at his/her discretion, constitute a dedicated ESG Committee for the effective implementation and oversight of this Policy.

The management shall identify and devise appropriate parameters/metrics to measure and track progress on the Company's ESG initiatives, with periodic review of such parameters on a monthly, quarterly, or annual basis, as may be considered appropriate.

9. Effective Date

This Policy shall come into effect from the date of its approval by the Board of Directors of the Company.