

ESG Vision 2030

Positive transformation of the environment around us; the people amidst us; the conduct among us.



Environment

Conserving and preserving the natural environment across the length of the business value chain.



Social

Treating every human with respect and dignity, and nurture relationships with all stakeholders including employees, communities, partners, and others through active engagements.



Governance

Continuously raise the bar in corporate governance and corporate behaviour and strive to be a model corporate citizen in every sense of the term.

ESG framework

As a responsible cement manufacturer, we are committed to creating a lasting impact through sustainable growth. To drive this commitment, we have established an ESG Vision, ESG Framework and ESG Roadmap 2030 aligned with global standards and ESG requirements. We have developed supporting policies to work and improve material topics and ensure measurable progress. We provide ESG performance disclosure to our stakeholders through annual integrated report. Our ESG framework outlines the end-to-end systems and processes that govern its ESG programme. The purpose of the ESG framework is to guide all relevant stakeholders on how the Company is driving its ESG agenda and it provides a standardised approach for disclosures.

OUR ENVIRONMENTAL AND SOCIAL POLICIES

We have a Corporate Sustainability and ESG Policy, along with the following topic specific policies:

ENVIRONMENT

- Environmental Policy
- Energy Management Policy
- Climate Change Policy
- Water Management Policy
- Waste Management Policy
- Biodiversity Policy
- Resource Efficiency Policy
- Product Sustainability Policy

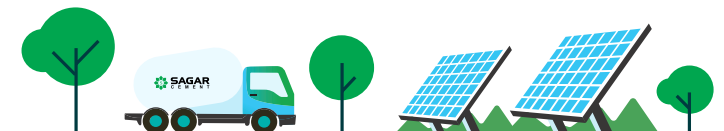
SOCIAL

- Health and Safety Policy
- Policy for People with Disabilities
- Corporate Social Responsibility (CSR) Policy
- HIV/Aids Policy
- Employee Superannuation Age Policy
- Human Rights Policy

➔ Read more Governance policies on [page 75](#)

Alignment with UN Sustainable Development Goals (UN SDGs)

As part of our sustainability policy, Sagar Cements has aligned its initiatives with the United Nations Sustainable Development Goals (UN SDGs) to support global efforts towards inclusive and sustainable development. We have identified 13 priority SDGs that are most relevant to our operations and community initiatives. These include



ESG governance

Sustainability is integral to the way we operate, guiding our strategic priorities and operational practices. We firmly believe that integrating sustainability objectives into our core operations is a value-creation imperative, delivering long-term benefits to all stakeholders.



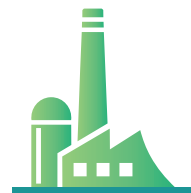
Board's direction

At SGC, Board Risk Management and ESG Committee drives the ESG priorities, including climate action activities. It consists of five Board members and is chaired by the Joint Managing Director. The Committee meets twice a year to integrate ESG practices into the Company's operations and is also responsible for developing and overseeing climate-related strategies. It helps align ESG policies with the Company's mission and vision, ensuring effective oversight of the ESG Vision roadmap and its implementation.



Leadership oversight

Sagar Cements follows a target-driven approach for integrating sustainability efforts. We made our ESG Roadmap in 2022 under the guidance of the Board and the Company's leadership team and are committed to achieve these. Leadership team reviews progress of material topics against ESG Roadmap targets every month, across all the plants and sets the direction for improvements. The corporate teams support the performance improvement plans with the support of other team members.



Plant-level implementation

A two-way approach is followed to implement ESG efforts and fulfil ESG Roadmap targets across our Cement manufacturing plants. The Plant Head-led ESG Committee identifies areas for improvement specific to the Plant for target implementation. ESG Committee comprises all Function Heads, including Production, Process, Thermal Power Plant, Mines, Health & Safety, Human Resources, Environment, Civil. The performance is evaluated and shared to the leadership team on a monthly basis. The Budget allocation is done from the central team.