

ENVIRONMENT POLICY

Scope & Applicability:

The Environment Policy (hereinafter referred to as the “**Policy**”) upon enforcement shall apply to the Board of Directors, including Whole-time Directors and Independent Directors, Employees and Workers who work with DOMS Industries Limited and its subsidiaries (hereinafter referred to as “**DOMS Industries**”, “**DOMS**”, the “**organisation**” or the “**Company**”). It applies to value chain partners, vendors and other stakeholders in so far as their work for DOMS Industries is concerned. Persons covered under this policy are hereinafter collectively referred to as “**we**” or “**us**”. The Policy is in addition to and in some cases a repetition and revision of policies and practices that are already in practice within the organisation.

The Company is environmentally conscious and supports initiatives and measures which contribute towards environmental conservation and the well-being of its surrounding ecosystem. The Company is committed to respect, protect and contribute in efforts to restore the environment.

The Policy shall be effective as of August 12, 2024, and shall be in force until modified, replaced or terminated.

Purpose of the Policy:

The Policy lays out details of the Company’s vision to be sustainable and environment conscious.

The Policy has been instated to meet the following objectives:

1. To provide guidance on responsible use of natural and physical resources to ensure minimum adverse impact on the environment;
2. To foster a culture of environment consciousness that positively drives our behaviour and decision making;
3. To control and reduce our ecological footprint, especially on our surrounding ecosystem.
4. To comply with relevant environmental legislations, industry specific standards and other requirements in operation.

For more guidance on the Policy, kindly reach out to Vice President - Human resource, Company Secretary and Compliance Officer or Chief Financial Officer of the Company.

Environment Risk Management

At DOMS Industries, we perceive Environment Risk Management to involve two aspects -

- a. Environment Risks to business (“risks”):** These encompass risks that can affect business performance, operations, cashflows or access to finance. Some of these include acute climate change risks such as heatwaves, floods, storms, fires or chronic climate change risks such as rising global temperatures, increasing seawater level etc.
- b. Environment Impact of business (“impacts”):** We may in turn affect the environment through our operations and activities such as energy consumption, water consumption, waste generation, use of plastic, amongst others. These may have a negative impact on the environment and people around us.

Registered Office:

J-19, Opp. Telephone Exchange,
G.I.D.C., Umbergaon- 396171,
Dist. Valsad, Gujarat, India.

Website:

www.domsindia.com

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Email: asst.admin@domsindia.com



INDUSTRIES LIMITED
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The Company endeavors to manage its risks and impacts through a systematic risk management process, undertaken by the Risk Management Committee:

1. Periodically conduct materiality assessments to identify environmental risks and impacts of our operations and activities. Materiality of these risks and impacts shall be ascertained considering the views of different stakeholders;
2. Analyse the potential impact of the risks and impacts. To the extent possible, the Company shall try to measure the impact or effect to better improve our environment action plan;
3. Prioritize risks and impacts based on their effect and relevance and give importance to those matters that are critical to the organisation and our stakeholders;
4. Prepare mitigation strategies for the identified risks and impacts and deploy processes to ensure their effective implementation wherever feasible;
5. Periodically review the identification and mitigation methods to improve effectiveness and efficiency of our environment action plan.

Core Environmental Principles

We shall abide by the following principles to build stewardship on environment-related matters:

1. Comply with applicable environment protections laws in letter and spirit;
2. Review environmental risks that our organisation may face and take corrective actions;
3. Periodically assess environmental performance of our activities and products by maintaining sound processes and systems;
4. Create awareness on environmental issues amongst various stakeholders through trainings and other forms of communication;
5. Wherever possible, promote use of sustainable materials and processes amongst our value chain partners;
6. Promote preservation of local flora and fauna through minimum disruption to the local ecosystem;
7. Brainstorm methods, techniques and technologies to reduce pollution and protect the environment;
8. Adhere to the principles of responsible marketing involving environmental claims;
9. Build strong governance systems to ensure principles of environment protection and conservation are followed in true sense.

Guidelines on Responsible Use of Resources

Energy, Air & Climate Change

- Strive to use energy and fuel-based devices and machines judiciously by promoting conservation practices at our workplace;
- Use energy saving appliances and machines, wherever feasible and periodically upgrade and review our machines to ensure its working and energy usage remains in check;
- Identify sources and periodically measure direct and indirect greenhouse gas emissions from our activities at facilities and offices;
- Ensure the logistical support used by us complies with emission norms applicable to the fleet or vehicle;
- Progressively reduce dependency on fossil fuels for energy requirements in manufacturing operations and transportation;
- Encouraging measures which reduce, reuse and recycle waste;
- Developing environmental management systems and contingency protocols to prevent and mitigate environmental disasters and damages;
- Promoting usage of renewable energy.

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Water

- Continue to actively use rainwater harvesting and water conservation techniques for meeting the water consumption needs of our manufacturing facilities and improvise our techniques wherever required;
- Reuse and recycle wastewater at facilities while aiming for zero liquid discharge;
- Raise awareness on water conservation methods amongst employees and workers at workplace;
- Develop collaborative actions with communities to address existing and emerging water security challenges;

Waste Management & Circular Economy

- Promote, reuse and recycling of pre-consumer and post-consumer recyclable waste or residue;
- Ensure safe handling and disposal of hazardous waste, if any, generated at the manufacturing facilities;
- Aim for zero waste to landfill at each manufacturing facility by recycling waste to the extent possible;
- Meet the Extended Producer's Responsibility (EPR) targets;
- Encourage R&D efforts to improve product quality and reduce use of one-time use plastics;
- Take collaborative actions with stakeholders, to improve circularity of materials used in the products;
- Develop partnerships with consumers, waste management agencies, communities, government bodies for segregation, recycling and safe disposal of waste generated across life cycle of the products.

Biodiversity

- Promote preservation of ecosystems, flora and fauna in and around our workplace;
- Ensure that wood-based material requirements are met through minimum or no loss of forest cover, and opt for alternative sourcing options such as cultivated tree plantations;
- Collaborate with employees and local communities to identify adverse effects on local biodiversity and take steps to protect and restore natural habitats.

Policy Implementation

Governance & Communication

The Managing Director shall be responsible for overseeing planning and implementation of the Policy. The Managing Director may delegate responsibilities to raise awareness and implement policy actions amongst stakeholders.

The Company shall engage with stakeholders to communicate the core principles of the Policy. For any grievances, questions or reporting violations under this Policy, we may reach out to, the Company Secretary and Compliance Officer at cs@domsindia.com or Chief Financial Officer at rahul@domsindia.com. Alternatively, you may use the [Whistleblower and Vigil Mechanism](#) Policy to report known or suspected violations.

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The Company prohibits retaliation against anyone who, in good faith, seeks help or reports known or suspected violations. Any reprisal or retaliation against a person for seeking help or filing a report, in good faith, will be subject to disciplinary action, including potential termination of employment.

Review & Modification

The Board of Directors shall be authorized to approve this Policy. The Policy shall be reviewed at least annually by the Risk Management Committee or the Compliance Department, or any other person the management deems fit, to ensure that Policy remains relevant and updated. Any subsequent modifications to the Policy shall have to be approved by the Board of Directors.

Penalties & Disciplinary Action

It is Company policy that any person who violates this Policy will be subject to disciplinary action which will be based upon the facts and circumstances of each situation. The person accused of violating this Policy will be given an opportunity to present his or her version of the events for the issue at hand, prior to any determination of appropriate discipline. Persons who violate the law or this Policy may expose themselves to substantial civil damages, criminal fines, and/or prison terms as per applicable laws.

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