

# POLYCAB

POLYCAB INDIA LIMITED

## ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) POLICY

<i>Particulars</i>	<i>Date</i>	<i>Version</i>
<i>Policy adopted</i>	<i>January 16, 2026</i>	<i>1.0</i>

## **1. INTRODUCTION**

**Polycab India Limited** is India's largest manufacturer of wires and cables and a fast-growing player in the electrical consumer durables (FMEG) segment, with its products powering homes, industries, and infrastructure across the country. Our solutions play a critical role in enabling safe, reliable, and efficient flow of electricity, supporting India's growth, urbanization, and energy transition.

At Polycab, we are committed to building a strong, resilient business while minimizing our environmental footprint and creating long-term value for society. We believe that sustainable growth is possible only when we balance economic performance with responsibility towards our stakeholders- customers, employees, channel partners, investors, communities, and the environment.

We firmly believe that long-term value creation is intrinsically linked to strong Environmental, Social, and Governance practices. As expectations from regulators, customers, infrastructure developers, and investors continue to evolve, effective management of ESG risks and opportunities has become a strategic priority for the Company. Increasingly, capital providers and customers are seeking companies that demonstrate responsible sourcing, energy efficiency, climate resilience, ethical governance, and social stewardship.

Accordingly, Polycab views the adoption of ESG principles not merely as a compliance or reporting exercise, but as a business imperative. ESG considerations are being progressively embedded into our strategy, operations, supply chain, and decision-making processes, strengthening governance, enhancing operational efficiency, reducing environmental impact, and fostering a culture of responsibility and integrity across the organization.

## **2. SCOPE & OBJECTIVE OF THE POLICY**

The objective of the ESG Policy is to integrate environmental stewardship, social responsibility, and robust governance practices into the Company's strategy, operations, and decision-making to create long-term sustainable value for all stakeholders.

The policy applies across all business units, subsidiaries, operations, employees, and key value-chain partners, and guides the management of ESG risks, opportunities, and performance in line with applicable regulations and global best practices. This policy will also be applicable to all future mergers and acquisitions as well as any new expansions.

## **3. ESG FRAMEWORK & COMMITMENTS**

The Company's ESG framework is founded on strong governance, responsible environmental stewardship, and inclusive social practices, and is aligned with

applicable regulations and globally recognized frameworks such as BRSR, GRI Standards, UN Sustainable Development Goals (SDGs), UN Global Compact, ILO core labour standards, OECD Guidelines for Multinational Enterprises, and relevant ISO management systems.

Our company shall:

- Adopt with best industry practices and comply with all relevant local and national laws and regulations across our operations
- Set targets and objectives to prevent, minimise, and mitigate social & environmental impacts on people and the ecosystem.
- Ensure safe, ethical, and inclusive workplaces for or employees and extended workforce.
- Integrate sustainability considerations into all business decisions and key work processes, with the aim of creating value, mitigating future risks and maximizing opportunities.
- Follow the highest standards of governance and transparency.
- Embody principles of product stewardship by enhancing health, safety, environmental and social impacts of products and services across their lifecycles.
- Strive to be neighbours of choice in the communities in which we operate and contribute to their equitable and inclusive development.

#### **4. FOCUS AREAS**

##### **Environmental**

We are committed to improving the health of the planet by minimizing environmental, climate and nature related risks & impacts across our operations and value chain.

- accelerate low-carbon transition and reduce carbon footprint and energy use.
- support circular economy through responsible resource use and waste management
- Drive innovation and product stewardship to enable low-impact and sustainable offering
- Improve water efficiency, recycling, and pollution prevention.
- Strengthen climate and nature resilience through transition planning and adoption of science-based approaches, where feasible

##### **Social**

We are committed to fostering inclusive growth, enhancing workforce capabilities, and upholding human rights across our value chain.

- Build gender diversity, equity, and inclusion across the workforce

- Enhance skills and strengthen human capital development
- Reduce employee and worker lost-time injuries through robust health and safety practices
- Positively impact through community development and CSR initiatives
- Uphold human rights and fair labour practices, ensuring safe, healthy, and dignified working conditions
- Improve workforce well-being and retention, and assess community impacts to prevent, mitigate, and address adverse effects

## **Governance**

We are committed to upholding the highest standards of ethical conduct, transparency, and accountability, supported by robust governance systems and responsible decision-making across our operations and value chain

- Strengthen responsible sourcing practices and supplier governance practices
- Enhance gender representation at leadership and decision-making levels
- Ensure transparency through effective disclosures and compliance mechanisms
- Engaging with stakeholders to understand their concerns and expectations.
- Maintain robust grievance redressal and whistleblower mechanisms to report unethical conduct, human rights concerns, or ESG-related violations
- Ensure timely remediation where adverse ESG impacts are identified
- Engage in policy advocacy in a responsible, transparent, and ethical manner, aligned with the Company's values and sustainability commitments
- Ensure product safety, quality, and responsible marketing, and continuously assess environmental and social impacts across the product lifecycle
- Ensure customer health, safety, data privacy for products and services

## **5. IMPLEMENTATION AND MONITORING**

The implementation of this ESG policy shall be the responsibility of the ESG Council and management with oversight from Board-level CSR & ESG Committee. Regular monitoring, evaluation and review of ESG practices shall be conducted to ensure compliance and effectiveness.

## **6. REVIEW AND REVISION**

This ESG policy shall be periodically reviewed and updated as necessary to reflect changes in laws, regulations, industry standards and the Company's business environment. Amendments to the policy shall be approved by the Board of Directors. The feedback from stakeholders and assessments of ESG practices shall inform ongoing improvements in the Company's ESG framework.

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