

ENVIRONMENTAL, SOCIAL & GOVERNANCE POLICY

OF

ORKLA INDIA LIMITED¹



Revision History

Version	Approved By	Date of Approval
1.0	Board of Directors	April 15, 2026

¹Formerly known as “Orkla India Private Limited”

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I. Objective

- a) The objective of Orkla India's Environmental, Social and Governance Policy ("Policy") is to define Orkla India's Environmental, Social and Governance ("ESG") aspirations and establish a robust governance & monitoring framework for ensuring effectiveness of Policy.
- b) This Policy covers ESG impacts, risks and opportunities related to Orkla India's operations and business decisions.
- c) Orkla India recognizes that ESG performance and risk management are essential to long-term value creation. With rising customer expectations, regulatory requirements, and investor focus on ethical and non-financial factors, ESG considerations have become essential for sustainable business. For Orkla India, ESG is not just a reporting requirement, but a fundamental part of how we operate and is an integral element of our Company's culture.

II. Regulatory Framework

This Policy is adopted in accordance with the applicable regulatory framework that mandates enhanced sustainability reporting, responsible business conduct, and transparent disclosure of non-financial performance. Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, requires every top one thousand listed entities based on market capitalization, to place a Business Responsibility and Sustainability Report ('BRSR') on the environmental, social and governance disclosures, in the format as may be specified by the Board from time to time and comply with such other requirements that may be enforceable under law.

This Policy is aligned with the BRSR framework prescribed by the Securities and Exchange Board of India and the principles of the National Guidelines on Responsible Business Conduct ("NGRBC").

III. Scope

Environmental

Orkla India is committed to reducing its environmental footprint across manufacturing, packaging, logistics, and distribution by:

- Complying with all applicable environmental laws and regulations applicable to Orkla India
- Reducing greenhouse gas emissions, energy use, waste and water consumption
- Complying with Extended Producer Responsibility provisions under environmental protection act and plastic waste management rules framed thereunder.
- Minimizing food waste, raw material loss, and manufacturing by-products
- Supporting climate resilience and biodiversity protection initiatives
- Ethical sourcing and supplier due diligence

- Actively engage with all the suppliers and implement Orkla Supplier Code of Conduct

Social

Orkla India promotes positive social impact across its workforce and value chain by:

- Providing a safe, healthy, and inclusive working environment
- Prohibiting child labour, forced labour, and unfair employment practices
- Zero tolerance towards Discrimination or harassment based on caste, creed, race, religion, national origin, age, gender, sexual orientation, region, appearance, or any disability (physical or mental)
- Ensure finished product quality and safety for the consumer's health and well-being
- Supporting employee training, skill development, and well-being
- Engaging responsibly with farmers, suppliers, retailers, and local communities.
- Safeguarding personal information in compliance with the Digital Personal Data Protection (DPDP) Act, 2023.
- Undertaking CSR initiatives as per Section 135 of the Companies Act 2013

Governance

Orkla India commits to:

- Upholding high standards of corporate governance, transparency, and ethical conduct.
- Active vigil mechanism, with direct access to the chairperson of the audit committee, a speak up portal on the internet and intranet of the company, for whistleblowers' access whether from within the company or as an external stakeholder.
- Preventing bribery, corruption, and conflicts of interest. Ensuring data protection, cybersecurity resilience, and consumer privacy.
- Maintaining accurate, transparent, and timely disclosures of ESG, financial and non-financial performance.
- Ensuring product quality, safety, and regulatory compliance at all stages.
- Maintaining transparent product labelling and responsible marketing practices.
- Avoiding harmful substances and promoting sustainable product innovation.
- Implementing robust recall and traceability mechanisms.
- Embedding ESG risk assessment into enterprise risk management and decision-making process.
- Ensuring periodic training for employees on ethics, and ESG related expectations.
- Promoting a culture of integrity, accountability, and responsible business conduct across all levels of the organization.

Stakeholder Engagement

We believe that our growth is deeply interlinked with the sustainable and inclusive progress of the communities around us. We are committed to ongoing dialogue, collaboration, continuous engagement with all stakeholders and to fostering partnerships as we advance together on our ESG journey.

Our detailed ESG commitments are available on our website at <https://www.orklaindia.com/>

IV. Governance

The Corporate Social Responsibility & Environmental, Social and Governance Committee ('CSR & ESG Committee') is constituted by the Board of Directors of the Company to assist the Managing Director & CEO, for ensuring the Business Responsibility activities of the Company. The CSR & ESG Committee of the Board will supervise the implementation of this Policy and will periodically review the progress of its implementation.

V. Monitoring & Review Framework

Orkla India shall, through the appropriate forum, internally monitor ESG performance using measurable indicators and ensure periodic reviews, audits, and as a responsible company, ensure compliance with applicable policies, rules and regulations as and when applicable.
