

ENVIRONMENTAL, HEALTH, SAFETY AND SOCIAL (EHSS) POLICY

Purpose:




Parsons Nutritionals Private Limited (PNPL or the Company) is committed to conducting its contract manufacturing & packaging business in a responsible and environmentally sustainable manner; to protecting health & safety of employees, contractors, surrounding community; and to achieve the objectives and requirements of the business partners.

To achieve the same, the Company has developed a corporate-level EHSS Policy (Policy) that defines the responsibilities and principles of the Company w.r.t EHSS performance. The Company will strive to:

- ✚ comply with the local, state, and national EHSS laws and regulatory requirements, good industrial practices, and E&S reference standards¹, as applicable to their operations of contract manufacturing & packaging of FMCG products.
- ✚ not engage in any of the prohibited activities as listed in the exclusion list of investors.
- ✚ identify E&S risks and impacts of new and existing businesses and facilities through screening, categorization, and due diligence.
- ✚ implement management systems and procedures, appropriate to the size and nature of the business, that ensure a systematic approach to risk assessment, addressing relevant risks, monitoring, and reporting on progress, and, to the extent possible, involving stakeholders.
- ✚ assess the environmental impact of the activities of the Company, set continual improvement objectives and targets and review these periodically to ensure that these are being met at the individual facility.
- ✚ implement the environmental management systems across the company to meet the environmental statutory requirements and verify compliance with these standards through regular auditing.
- ✚ create and sustain processes that are inherently safe (on-site and off-site), ensure product safety and incorporate the principles which are sustainable and commonly acceptable, of pollution prevention, resource efficiency, energy conservation, optimum use of natural resources, waste minimization and promote reduction of greenhouse gas emissions.
- ✚ encourage suppliers and co-packers to develop and employ environmentally superior processes and ingredients.
- ✚ pay wages that meet legal minimum wage and overtime requirements and ensure as principal employer its duties under applicable labour laws and principles towards contract workers.
- ✚ not engage forced, involuntary, bonded, or child labour and ensure no discrimination among employees (including contractual workforce) in terms of recruitment, progression, working conditions, representation and based on gender, race, colour, caste, disability, political opinion, sexual orientation, age, religion, social or ethnic origin, marital status, membership of workers' organizations, legal migrants, or HIV status.
- ✚ provide the right of workers to form and join independent organisations i.e. freedom of association without interference and right to collective bargaining.
- ✚ make available fair, transparent and timely redressal mechanism for stakeholders in respect of any grievance.
- ✚ respect human rights principles as well as local cultures, customs, and values while dealing with the local community, ensuring community safety with respect to the Company's operations; implement a properly managed external communication/grievances reporting, response, and monitoring mechanism.
- ✚ set out organizational roles and responsibilities and ensure that all employees and workers are aware of their roles and responsibilities to fulfill and sustain the policy.
- ✚ provide a safe and healthy environment for employees/workers to prevent work-related injury and illness, and ensure that health and safety procedures & instructions given by management are followed on a regular basis, and shall integrate safety instructions into all business processes, as

¹ NIIFL E&S Management Policy, Lighthouse ESMS, IFC Performance Standards, The World Bank Group General and Sector-specific EHS Guidelines, ADB Safeguard Policy Statement; ADB Social Protection Strategy, ADB Gender and Development Policy, AIIB Environment and Social Framework, ILO Conventions.

well as proactively evaluate the risk of occupational injury / illness and implement actions to mitigate the risk.

-  involve all employees/workers in the implementation of this policy by providing appropriate training and dissemination of information to employees/workers on EHS aspects and best practices through suitable communication networks.
-  make available sufficient financial and physical resources to meet the objectives of the E&S Management System, as well as all applicable legal and other requirements.
-  monitor and evaluate the E&S performance, including developmental impacts, and ensure continuous improvements in the management of the E&S matters for long-term sustainable growth.

EHSS POLICY IMPLEMENTATION:

The Policy will govern the overall operations and decision-making of the Company in an environmentally and socially sustainable manner. The Policy is applicable across all facilities and business operations of PNPL and its subsidiaries, including employees, workers (on-roll and contractual), business partners, and supply chain entities engaged at existing and future facilities.

GRIVEANCE REDRESSAL MECHANISM:

Parsons understands the importance of its stakeholders and are actively on the lookout to address any concerns/complaints raised by the stakeholders in a timely and effective manner. It has developed a comprehensive Grievance Redressal Mechanism (GRM) to allow external and internal stakeholders to submit their concerns, grievances and feedback without retribution and with the assurance of a timely response.

Customer Grievances or Complaints

Our dedicated Grievance Redressal Team manages all the queries, escalations across all touch points. Our customers may lodge feedback/complaint either by calling us or sending an email to us or sending a mail on the below mentioned coordinates:

Customer Service Helpline: 0120 4122630

Email: info@parsonsnutritionals.in

Mailing address: Plot no. 5, Site IV, Sahibabad Industrial Area, Sahibabad, Ghaziabad, 201010, UP, India

Grievances or Complaints by other stakeholders

Other external stakeholders can submit their questions or concerns to us either by sending an email or a mail to the following address:

Email: info@parsonsnutritionals.in

Mailing address: Plot no. 5, Site IV, Sahibabad Industrial Area, Sahibabad, Ghaziabad, 201010, UP, India

Resolution Process

For any grievance or complaint, a confirmation of receipt will be sent to the sender within 48 hours of receiving the written question or concern and inform them that they will receive a response in writing within 15 business days.