






Himadri Speciality Chemical Ltd

Biodiversity Policy

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Introduction

At Himadri Speciality Chemical Limited, biodiversity conservation is integral to our environmental stewardship and sustainability objectives. While our operations do not contribute directly to deforestation or significant ecological disruptions, we are committed to safeguarding biodiversity as part of our broader responsibility to protect nature and promote ecosystem health.

Our approach aligns with the United Nations Global Compact (UNGC) principles and supports the United Nations Sustainable Development Goals (SDGs), particularly SDG 14 (*Life Below Water*), SDG 15 (*Life on Land*), and SDG 12 (*Responsible Consumption and Production*). Through collaboration with employees, contractors, suppliers, and communities, we integrate responsible practices that minimize ecological impacts, promote biodiversity, and ensure sustainable operations across our value chain.

Scope

This policy applies to all employees, departments, contractors, suppliers, and other stakeholders directly or indirectly involved in Himadri's operations and value chain activities.

Roles and Responsibilities

- **Executives and Line Managers:** Ensure that operations do not disrupt ecological balance, integrate biodiversity considerations into decision-making, and allocate necessary resources.
- **Employees:** Participate in conservation initiatives, adhere to relevant biodiversity laws and guidelines, and report any issues that may affect biodiversity.
- **Suppliers and Contractors:** Align practices with Himadri's biodiversity policy, actively contributing to conservation initiatives and adhering to biodiversity standards.

Our Goals

- **Achieve No Net Loss of Biodiversity:** Commit to achieving no net loss of biodiversity for all manufacturing units.
- **Develop Biodiversity Management Plans:** Implement actionable plans with defined voluntary conservation targets by 2025.
- **Foster Knowledge and Collaboration:** Engage with biodiversity experts and local communities to enhance knowledge and develop inclusive strategies.
- **Regulatory Compliance:** Ensure strict adherence to biodiversity-related laws and standards.
- **Risk Assessment and Mitigation:** Conduct regular assessments to identify and mitigate biodiversity risks.



Strategic Focus Areas

- **Impact Mitigation:** Apply the mitigation hierarchy—avoid, minimize, restore, and offset impacts on biodiversity.
- **Critical Habitats and Sensitive Areas:** Avoid operations in ecologically sensitive regions and critical habitats.
- **Eradication of Invasive Species:** Prohibit the introduction and facilitate the removal of invasive non-native species.
- **Technological Integration:** Leverage advanced technologies for biodiversity monitoring and management.
- **Stakeholder Engagement:** Partner with local communities, indigenous groups, and biodiversity stakeholders to incorporate diverse perspectives into conservation efforts.

Key Commitments

- **Reporting Transparency:** Publish annual reports detailing progress, challenges, and future biodiversity strategies.
- **Resource Allocation:** Ensure sufficient allocation of financial, human, and technological resources to biodiversity initiatives.
- **Training and Capacity Building:** Conduct regular training programs to build capacity within the organization and among value chain partners.
- **Continuous Improvement:** Monitor biodiversity performance against measurable targets, fostering ongoing improvement.

Governance and Policy Review

This policy is governed by Himadri's Sustainability (ESG) Council under the supervision of the Board-level Sustainability Committee.

The policy will be reviewed biennially or as required by emerging biodiversity challenges or opportunities.