

Vinda Sustainability Policy

Vinda Sustainability Policy provides an overarching framework for the sustainability policies and commitments of Vinda and follows from the RGE Sustainability Policy.

Vinda is guided by our purpose of improving lives by developing resources sustainably. We are committed to sustainable development in all locations where we operate, inspired by RGE Group founder's 5Cs principle that whatever we do must be good for the Community, Country, Climate and Customer, and only then will it be good for the Company. We fully support the achievement of the United Nations Sustainable Development Goals (SDGs), aiming to promote a balance across social and economic development, and the protection and enhancement of climate and nature.

For Vinda, sustainability means the responsible management of natural resources; striving for positive impacts on natural ecosystems and people; driving resource efficiency through the elimination of waste in our products and processes; being part of the solution to global challenges such as climate change and nature and biodiversity loss; and working with our stakeholders for an inclusive and equitable value chain to improve lives.

Scope

This Policy applies to Vinda and all current and any future Business Units under Vinda. It requires every Business Units to:

- Follow Vinda Sustainability Policy while responding to material and regulatory issues that are specific to their respective industries and locations;

- Have in place appropriate management, monitoring and reporting systems to enable the implementation of Vinda sustainability policies and commitments.

All Vinda employees, contractors, consultants and suppliers are expected to adhere to this Policy and in general, act responsibly and ethically. If a law conflicts with this Policy, Vinda, including all their employees, will comply with the law.

The Policy addresses four main pillars – **Climate, Nature and Biodiversity Protection and Conservation, Human Rights, and Sustainable Growth.**

Climate

Climate change is firmly acknowledged as the defining global challenge of our times and is expected to have major impacts on the economy, society and the environment. Vinda recognizes the significant role of the private sector in driving mitigation and adaptation solutions in our value chains, including with the local communities in the landscapes where we operate.

Vinda will develop a coherent climate strategy, encompassing mitigation and adaptation, and with clear commitments and targets for deep reductions in GHG emissions. These will be achieved through comprehensive decarbonization plans including the progressive transition to renewable energy to help drive the shift to a low carbon economy.

Vinda will strive to align these reduction targets with the global goal of limiting temperature rise to 1.5 degrees C by 2050. We will adopt relevant global frameworks for identifying climate-related risks and opportunities, and develop strategies that respond to these.

Biodiversity Protection and Conservation

Recognizing the critical importance of forests and natural ecosystems in combating climate change, protecting and enriching biodiversity, and sustaining community livelihoods, Vinda is firmly committed to zero deforestation, degradation and conversion in our supply chain.

Human Rights

At Vinda we embrace our corporate responsibility to respect human rights, including the rights of Indigenous peoples and communities, and will comply with relevant national laws and regulations, and international conventions, agreements and standards in our approach, including the UN Global Compact, the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the UN Declaration on the Rights of Indigenous Peoples.

Human rights are inherent to all human beings regardless of nationality, place of residence, sex, identity, ethnic origin, colour, religion, language, or any other status. We commit to prevent and eliminate all forms of forced labor; adopt zero tolerance for child labor and any form of inhumane treatment of employees; promote equal opportunity and diversity in the workplace; and protect the health, safety and well-being of our employees and communities.

We are committed to raising awareness, promoting best practices, and putting in place mechanisms to mitigate any risks to human rights in all our operations.

Sustainable Growth

Vinda is committed to growing their businesses through circularity, responsible production and the decoupling of production growth from any further draw down on natural resources. We invest significantly in research and development to ensure we attain high levels of efficiency in material use, recovery and re-use across key resources such as water, energy, chemicals and other inputs. We also dedicate to reduce the use of plastic through innovative product design and responsible packaging.

To fulfill this Group Sustainability Policy, Vinda and its Business Units will:

- Comply with local, regional and national laws and regulations;
- Communicate our Policies to all employees, contractors and suppliers;
- Provide the appropriate resources, training and education to all our operations to ensure our employees and contractors understand and meet Vinda Sustainability Policy;
- Set time-bound, measurable and publicly communicated targets;
- Adopt relevant international industry best practice and certification standards;
- Identify, assess, address and report relevant risks and opportunities, following standard due diligence process;
- Adopt a data-driven approach to regularly monitor, review and independently evaluate our performance, and publicly report on our progress;
- Implement and be audited against internationally recognized, relevant certification and management systems;
- Set corrective actions and measures to ensure continuous improvement in our performance;

- Support transparency, knowledge exchange and joint solutions by engaging in partnerships with government, civil society groups, academic institutions, local communities, customers, consumers and other relevant stakeholders at local, national and international levels;

Governance

Vinda Management Committee sets the governance approach for sustainability, directs and approves policies, commitments and strategies, reviews performance, and ensures that decisions and actions are guided by integrity, accountability, and transparency.

Vinda Sustainability Policy, along with relevant policies, will be reviewed periodically or at least every two years to ensure they remain current and relevant to the business and stakeholder context.

Vinda Management Committee will also serve as Sustainability Committee, whose members are Presidents and Senior Management Staff from Vinda Business Units. They will be responsible for sustainable policy implementation.

Grievance

Vinda will maintain publicly accessible grievance mechanisms and procedures at each location where we operate to enable employees and external stakeholders to raise any grievance or concern. Vinda will transparently respond to these and report on actions taken. We will regularly monitor the effectiveness of our grievance mechanisms and continually improve on these to respond to changing needs and contexts.

Vinda Group

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