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Purpose:

We aim to be a leading manufacturer and supplier of responsible Sugar, Ethanol, liquefied carbon dioxide gas and household in local and international markets by following sustainable practices, We aspire to be known for the quality of our products and intend to play a pivotal role in the Social, Environment and Economic development in a sustainable way.

Scope:

This policy relates to how our raw material and products (Sugarcane, White Refined Sugar, Ethanol, and Liquefied CO₂ Gas) activities and operations within our company and across our entire supply chain (including farms) will be continually reviewed and improved, so that we can integrate environmental and social considerations into our everyday practices and make a positive contribution to society and environment.

Terms & Definition:

We acknowledge that our company has potential impacts on people and the environment through our operations and supply chains.

Through this policy we:


- Commit to comply with applicable laws in all our operations at Mill and Agriculture Farms
- Commit to protect human rights in the light of UNGP (United Nations Guiding Principles) and all other applicable laws. We are committed to provide equal opportunity for all stakeholders and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in our own or other supplier.
- Commit to minimize our impact on our environment including biodiversity, ecosystem services and HCVs (High Conservation Value Sites) and maximize the effective use of resources.
- Commit to foster responsible environmental behavior amongst staff at all levels.
- Commit to minimize risks and impacts through processes and systems to implement measure and monitor environmental and social performance.
- Commit to increase communication and awareness of our efforts.

Principles:

People

We will:

- Comply with all applicable laws (national/international).
- Provide a safe and healthy workplace.
- Support diversity and inclusion.
- Supporting the surrounding/ indigenous communities by looking to employ local

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people where possible.

- Provide equal opportunity for vulnerable stakeholders (marginalized/ differently abled people).
- Create useful opportunities for development of skilled local workers.
- Engage early and meaningfully with stakeholders, including indigenous organizations, communities, industry and government.
- Avoid harming the lives of local people.
- Support local businesses to ensure they are prepared for and provided with opportunities to participate.
- Encourage our employees to volunteer via programs organized internally or externally.
- Support local charities by donating time e.g. staff participation in volunteering days.
- Look to provide sponsorship or monetary donations to local charities, sports clubs, societies, youth groups, community centers, or other.
- Promote long-term economic benefits within communities.

Environmental:

We will:

- Comply with all laws governing the environment.
- Strive to better understand both the direct and indirect impact that our practices may have on the environment.
- Minimize or offset our impact on the environment, environmental services and HCVs).
- Work towards the conservation of energy, water and resources in all our operations.
- Dispose of waste thoughtfully, and follow the waste hierarchy of 'Avoid, Reduce, Reuse, and Recycle.
- Lessen our environmental impact by purchasing environmentally-friendly products and services.
- Take steps to continually improve environmental performance.
- Protect and support biodiversity and ecosystem services.
- Conduct audits, evaluations, and self-assessments of the implementation of this policy.
- Work with our entire supply chain in order to gain mutual benefits of incorporating

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environmentally sustainable goals into everyday business.

- Be an environmentally responsible neighbor in our community.
- Promote environmental awareness throughout all operations of the company.
- Foster a sustainably aware culture, where responsibility is assigned and understood.
- Strive to raise awareness in the community, encourage participation and train employees in environmental and social matters.

Economic:

We will:

- Consider and support sustainability initiatives with a strong business case.
- Integrate sustainability into our existing business models, accounting and reporting.
- Add value to our products and services to support sustainability markets.
- Reduce operating costs through improved resource management e.g., water, waste, energy, carbon, employee engagement.
- We are committed to promote fair business practices and strictly prohibit any act of corruption, bribery and money laundering in any of its forms. We have zero tolerance policy against any of these malpractices
- Manage risk of operational disruptions e.g., resource scarcity, climate change impact, or community risks.
- Reduce reputation risks and communicate actions.

Commitments to be accomplished /regulations:


HSML is committed to provide safe, healthy and friendly working environment.


Periodicity this will be revised and updated:

This procedure will be review and update every three years, or when needed by MR and Team members.

Responsibility:

Concerned department/ sectional in-charges are responsible to implement the sustainability policy in their respective departments.


Prepared By
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