

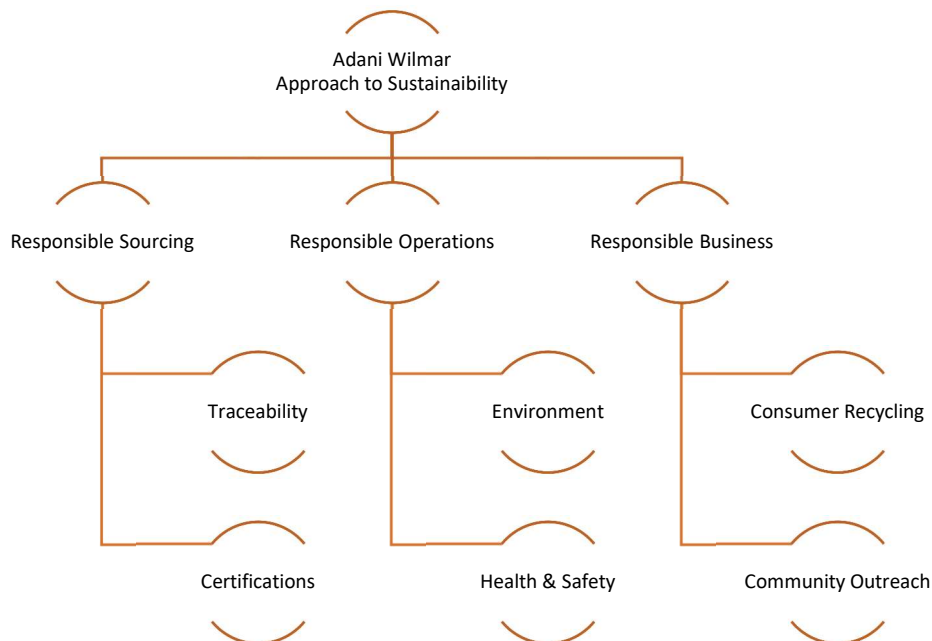
Sustainability Policy

Sustainability is firmly embedded in Adani Wilmar Limited's (Adani Wilmar) core business strategy and operations. We are committed to driving transformation in the agricultural sector. Our belief in shared existence in the society to create value for our customers, shareholders, and society at large is the driving force behind our business functions and strategies. Together, Adani Wilmar remains committed to delivering sustainable agriculture and food products that safeguard the well-being of both people and the planet.

Being a joint venture between Adani Group and Wilmar International Limited (Wilmar), Adani Wilmar draws guidance primarily from Wilmar's No Deforestation, No Peat, No Exploitation (NDPE)¹ Policy and other sustainability related policies². This provides Adani Wilmar a blueprint for our operations and supply chain by enabling us to strengthen our commitment towards responsible sourcing and other sustainability goals. Adani Wilmar complies with international, national, and local laws and regulations, as applicable in regions where we operate.

The principles outlined in this policy reflects the values we uphold in our own operations; and we expect our suppliers to conform to the spirit and intent of these guiding principles, where applicable. Suppliers are also expected to communicate and implement the principles stipulated within this policy throughout their supply chain.

Our approach to sustainability is based on three key principles as outlined below.



¹ https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/policies/wilmar-ndpe-policy---2019.pdf?sfvrsn=7870af13_2

² <https://www.wilmar-international.com/sustainability/policies#other-policies>

Responsible Sourcing

Sustainable Sourcing

Responsible sourcing and supply chain transformation has always been a strategic priority for Adani Wilmar. To meet our sustainability commitments, we ensure that our supply chain works towards the same sustainability standards that our founding partner upholds. We are committed to creating a traceable and transparent supply chain. Traceability allows us to map our supply chain and gain in-depth knowledge on the origins of our raw materials, which is fundamentally important for the implementation of our sustainability commitments within our supply chain. At the same time, supply chain traceability allows us to identify the suppliers linked to our operations, thus enabling us to develop ongoing partnerships for improvements while monitoring compliance against our sustainability commitments.

Palm Oil

Adani Wilmar is committed to compliance of Wilmar's NDPE policy for all our directly imported palm oil (CNF Purchases). AWL takes support from the sustainability team of Wilmar in implementing NDPE policy, assessing potential non-compliance, evaluating progress, and help identify areas for improvement across our entire supply chain.³

Adani Wilmar is on-track to achieve full palm oil mill traceability⁴ for all volumes handled by our refineries in 2022.

Soya Oil

Our imported soya oil sustainability policy is covered in Annexure 1

Certifications

Certification is an important aspect in Adani Wilmar's sustainability journey and forms the basis for sustainable practices yielding to improvements in efficiency and productivity. To this extent, we benchmark our internal operations against various national and international sustainability standards and certification schemes such as the Roundtable on Sustainable Palm Oil (RSPO) to support the flow of sustainable palm oil and its derivatives into the India market.

Refinery Certifications

Six out of nine port-based refineries are RSPO certified. Certification of remaining three refineries is under process.

³ https://www.wilmar-international.com/docs/default-source/default-document-library/sustainability/supply-chain/responsible-sourcing.pdf?sfvrsn=b841801_2

⁴ <https://www.wilmar-international.com/sustainability/traceability/supply-chain-map>

RSPO SG/MB Certified- Mundra, Mangalore, Krishnapatnam 1, Kakinada Haldia 1 & Haldia 2

RSPO Audit complete, certification pending- Krishnapatnam 2 (To be completed in 2021)

Application for Audit filed – Paradip & Hazira (To be completed in 2021)

Certified Palm Oil

Adani Wilmar supports certified palm oil in India. We are committed to meet needs of all customers who are seeking certified palm oil in India.

CPO MB/SG handled in 2020-21: 40514 MT (3.5% of total CPO volume)

CPO MB/SG handled in 2019-20: 18212 MT (1.93% of total CPO + RBD Palmolein volume)

Responsible Operations

Achieving responsible operations is core to our business philosophy. We are driven to explore and implement sustainable solutions that reduce the adverse impact on the environment, health and safety of our people. Our focus is to create brands and products that are not only preferred by consumers but also those that conserve resources, protect the environment, and improve living conditions for those who need it the most. We adopt a two-pronged approach for moving forward in the direction of achieving responsible operations.

Environment

Green Manufacturing is at the heart of our environmental stewardship - Our business relies on water, energy, and other resources to operate and remains committed to the efficient use of these resources. We acknowledge the important role that we play in minimizing the environmental footprint of our operations and supporting sustainable production. We implement efficiency measures to reduce our energy and water use and, where possible, we reuse, recover, and recycle waste. We also strive to responsibly manage disposed waste, effluents, and chemicals.

Energy Conservation

Our fundamental approach towards energy and emission management constitutes reducing energy consumption and emissions in our operations whilst improving efficiency and quality in production. We shall continually strive to improve our operational footprint by maximizing renewable energy in our energy mix and improve energy efficiency through multiple conservation efforts.

Water Conservation

To achieve the goal of water conservation in our manufacturing processes, our focus is to reduce freshwater abstraction, implement water recycling initiatives and invest in technological improvements to maximize the reuse of water within our operations.

Employee Health, Safety & Well-Being

Inculcating a culture of safety across our entire business is an ongoing priority for Adani Wilmar. We strive to ensure the health, safety and general well-being of our employees, workers and all those involved in our operations. This means we commit to the highest applicable safety standards to enhance safety in field units and prevent workplace-related accidents and illnesses.

A. Occupational Health & Safety

Providing a safe working environment and upholding high health and safety standards remains an ongoing priority. In accordance with health and safety policies, we ensure that all measures and facilities are up-to-date. We also conduct regular training for all our employees.

Raising awareness about operational risks among our employees is crucial, beyond having in place standards and systems, to prevent workplace accidents. To this end, we have implemented several initiatives such as Behavior Based Safety (BBS) Program, *Life Saving Behaviour/ Rules*, Safety Champion Identifications and *Safety trainings* to promote a safe working environment.

B. Employee well being:

We strive to ensure the general well-being of our employees who form the backbone of our operations. To this end, the company continues to move ahead on its health agenda by upgrading the Occupational Health Centers (OHCs) at all its manufacturing factories ahead of regulatory requirements, including incorporating annual health check programs for all employees, including contract employees. As part of the company's employee assistance program, all employees and their families are covered under Mediclaim insurance.

To support our goal of "zero fatalities" and "zero environmental incidents", Adani Wilmar utilizes an online EHS management software to implement and track its EHS initiatives. In addition, all factories are certified against ISO 14001 and ISO 45001 management systems. Adani Wilmar seeks to continuously improve its management systems to align with global standards.

Responsible Business

Consumer Recycling

Use of Recyclable Packaging Material

In researching and developing sustainable packaging solutions, we want to ensure that we do not compromise on product safety and quality. Adani Wilmar pioneered the introduction of recyclable packaging for edible oil pouches within the industry in India. Following the launch of recyclable packaging for our flagship brand Fortune in March 2018, the company has sourced for plastic films comprising of a novel formulation of polyethylene (PE) resins to create a new, sustainable packaging. The novel formulation of polyethylene (PE) resin has already been certified by the Central Institute of Plastics Engineering & Technology (CIPET).

Extended Producer Responsibility (EPR)

Adani Wilmar has an action plan to comply with Plastic Waste Management Rules and has signed agreements with multiple agencies for ensuring the plastic waste collection including both Multi-Layered Plastic (MLP) & Non-Multilayered Plastic (Non-MLP) across the nation.

Since inception of EPR in 2019, the company has successfully collected 21,000 MT till date and plans are afoot to gradually scale up the targets to match the 100% and collect back all of it from the market and send it for authorized Recyclers in the country. This is best achieved through a co-operative effort, which encourages a sense of stake-holding in the entire process right from waste generation, primary collection, segregation, recycling, and final disposal.

Community Outreach

The Fortune SuPoshan Project

Nutrition is the single largest factor that determines the state of health of citizens of any nation. In view of below par Nutrition level prevailing in our country, Adani Wilmar set upon a journey of putting the words- “For A Healthy Growing Nation” into action by launching Fortune SuPoshan Project in association with Adani Foundation.

The Fortune SuPoshan Project has adopted a life cycle approach with a strong component of community-based management and focus on pregnant women, lactating mothers and children of 0-5 years age group and adolescent girls as well as reproductive age women in general. The project at community level is headed by our change agents, who are designated as SuPoshan Sanginis (a village volunteer). They work along with the existing government health functionaries at village level for realizing benefits of existing government schemes & programs particularly ‘Integrated Child Development Scheme’. The project also aims to build capacity of Sanginis as village knowledge resource. Sangini conducts regular anthropometric measurements of children in age group of 0-5 years and screen adolescent girls & women for anaemia by using non evasive techniques. She provides necessary consultation based on level of nutrition and Anaemia. We have tech enabled the project by equipping each Sangini with a mobile tablet. The tech enabled Sanginis can feed real time data for smart strategizing on how best to use the available resources.

Today, the project has successfully spread its wings across 23 locations covering 1268 villages and 106 slums reaching to 325,000 households. It has touched around 1.6 Mn population which includes 100K children from 0-5 years age group, over 100K adolescent girls and more than 265K women in reproductive age. There are over 640 SuPoshan Sanginis covering 2186 Anganwadis.

<https://www.suposhan.in/>

Adani Foundation

For over two decades, the Adani Foundation has contributed to the holistic development of underprivileged communities. It has been able to envelop people, planet and prosperity in the

formulation and execution of its programs. AWL has spent INR 6.3 Cr (Approx. \$ 0.85 Mn) in FY 2020-21 towards various CSR initiatives which have been implemented by Adani Foundation.

Key Thrust Areas:

- **Women Empowerment:** To make the women self-reliant the Foundation has formed 11 Self-Help Groups (SHG). These SHGs are engaged in making phenyl and washing powder, dry snacks, stitching, making paper cups, making sanitary pads and other such activities.
- **Project Swavlamban:** Project Swavlamban has been launched for linking differently abled people of Kutch District to the Social Welfare Department. The Adani Foundation is playing a supporting role to increase awareness regarding Government schemes among Divyang (differently abled) people, widows and senior citizens. The project has reached 1,057 beneficiaries till date. Another 519 beneficiaries have been supported through various schemes of income generation.
- **Agriculture initiatives and Support**
 - Promoting Natural & Organic Farming Practices
 - Promoting Tissue Culture
 - Promoting Drip Irrigation
 - Fodder cultivation and support
 - Safeguarding Cattle against Bovine brucellosis
- **Potable Water Support to Fisher Folk**
- **Coastal Biodiversity**

Angshu Mallick

Chief Executive Officer & Managing Director
Adani Wilmar Limited