



SUSTAINABILITY POLICY

**HPCL-Mittal Energy Limited
& its' Subsidiary**

Version	Modification Date	Section	Amendment / Modification / Deletion	Brief Description of Change
1.0	September 2023			Launch

Our Philosophy

HMEL is steadfast in its dedication to infuse environmental, social, and ethical principles into its operations. This policy is a cornerstone of our commitment to being a responsible global leader in the petroleum and petrochemical industry. Our aim is to match global standards of sustainability by accelerating sustainable growth, fostering business integrity, and caring for our people and stakeholders.

Scope

This policy extends its scope to encompass all vendors and contractual partners of HMEL along with being applicable to every department, facility, and process within HMEL, ensuring a thorough and methodical commitment to sustainability.

Our Principles:

Our company shall:

- Incorporate sustainability factors into every business decision and critical work processes to generate value, mitigate potential risks, and capitalize on opportunities.
- Adhere to the most rigorous standards of governance and transparency.
- Uphold the principles of product stewardship by improving the health, safety, environmental, and social aspects of our products.
- Ensure that employees and business partners work in an inclusive and equitable workplace.

Our Commitment

1. We are committed to reducing our electricity, water, and carbon emissions footprints, with a long-term vision of investing in renewable energy and working towards water sustainability.
2. We will invest in eco-friendly structures and projects to maximize the responsible use of natural resources.

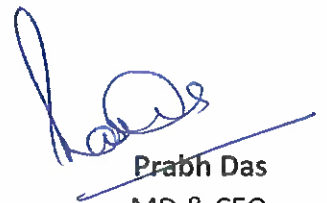
3. As a socially conscious organization, we will actively contribute to society through our CSR initiatives.
4. We will ensure the upskilling and training of our employees through conducting mandatory awareness and workshop sessions.
5. We shall encourage our suppliers to prioritize environmentally friendly initiatives as part of our mission.
6. We will proactively engage our HMEL family members in health and well-being by organizing camps and awareness programs.
7. Under the guidance of our Board and Sustainability Committee, we will identify pertinent sustainability concerns and develop comprehensive strategies to achieve our targets, and have mitigation and adaptation plans for climate-related risks and opportunities.
8. We will transparently set, monitor, and track progress on our ESG targets.
9. Our reporting will align with global frameworks for comprehensive and transparent disclosure.

Review

This policy shall be reviewed and amended by the Sustainability Committee on an annual basis.



Girish Ghildiyal
Head – Sustainability and New Energy



Prabh Das
MD & CEO
September 30, 2023



