

## Environmental Policy

The Environmental policy of HFE requires that its business activities comply with all applicable laws and regulations of the jurisdictions in which it is being undertaken, including those laws implementing host country obligations under international law. HFE is dedicated to attaining excellence in Environmental conditions at all our offices, project locations and surroundings.

### Part 1-Statement of intent

- HFE is committed to setting measurable environmental targets and objectives to drive continuous improvement in our environmental performance, with regular reviews and updates
- Support the conservation of the physical environment and prevent pollution in all forms
- Proactively comply with all applicable environmental, legal, and regulatory requirements.
- Demonstrate commitment to sustainability by adhering to the company's Green Code, implementing 3R (Reduce, Reuse, Recycle), and promoting Individual Environmental Responsibility (IER)
- Ensure all employees receive appropriate training on environmental issues and the company's environmental policy
- Minimize GHG emissions by increasing the use of renewable energy in operations
- Encourage local sourcing and promoting products that minimize environmental impact during production and transportation
- Assess anticipated climate change impacts, risks, and potential adaptation strategies, to guide future development for existing assets and planned investments
- Raise awareness among internal and external stakeholders about our environmental commitments and encourage their participation in achieving our environmental goals

### Part 2: Responsibility and Accountability

HFE Global Limited expects everyone involved in our activities to take responsibility and be accountable for compliance with this policy, our ESMS, current legislation and all applicable regulatory requirements. The Chief Executive Officer, supported by the Board of Directors, is accountable for ensuring environmental performance of the company.

### Part 3: Resource arrangements

HFE Global Limited will provide the necessary resources to support the implementation of our policy commitments and will ensure that its Environmental performance and procedures are subject to audit and review.



**SRIVATSAN S. IYER**  
Global CEO