

# Sustainability Policy



At Norex, our policy is to conduct its business responsibly, with integrity and with respect for the interests of all those affected by our operations. We believe that our activities should generate economic benefits; create opportunities for an enhanced quality of life; respect the environment; and be a positive influence in the communities in which we operate.

In particular, to deliver this policy we endorse the following principles.

**We will:**

1. Comply with all relevant laws and regulations and take any additional measures we consider necessary.
2. Meet all the commitments in our Security, Safety, Health and Environmental Policy and Standards.
3. Conduct our business with integrity, respecting human rights wherever we are active, as set out in our Code of Conduct.
4. Create a working environment for our employees which is based on mutual trust and respect, and in which diversity and inclusion are valued.
5. Strive to develop new products, which have increased benefit for our customers and the environment throughout their life cycle.
6. Build long term relationships with our suppliers choosing as business partners those with standards and ethical practices compatible with our own.
7. Prioritising suppliers who have embedded sustainable and ethical practices within their organisation and who drive such practices with their own supply chain.

This policy and principles, in conjunction with our Security, Safety, Health and Environment policy and Code of Business Conduct apply throughout Norex. We encourage our related companies to adopt policies, which accord with this policy.

**Vaibhav Agrawal**

**Managing Director**