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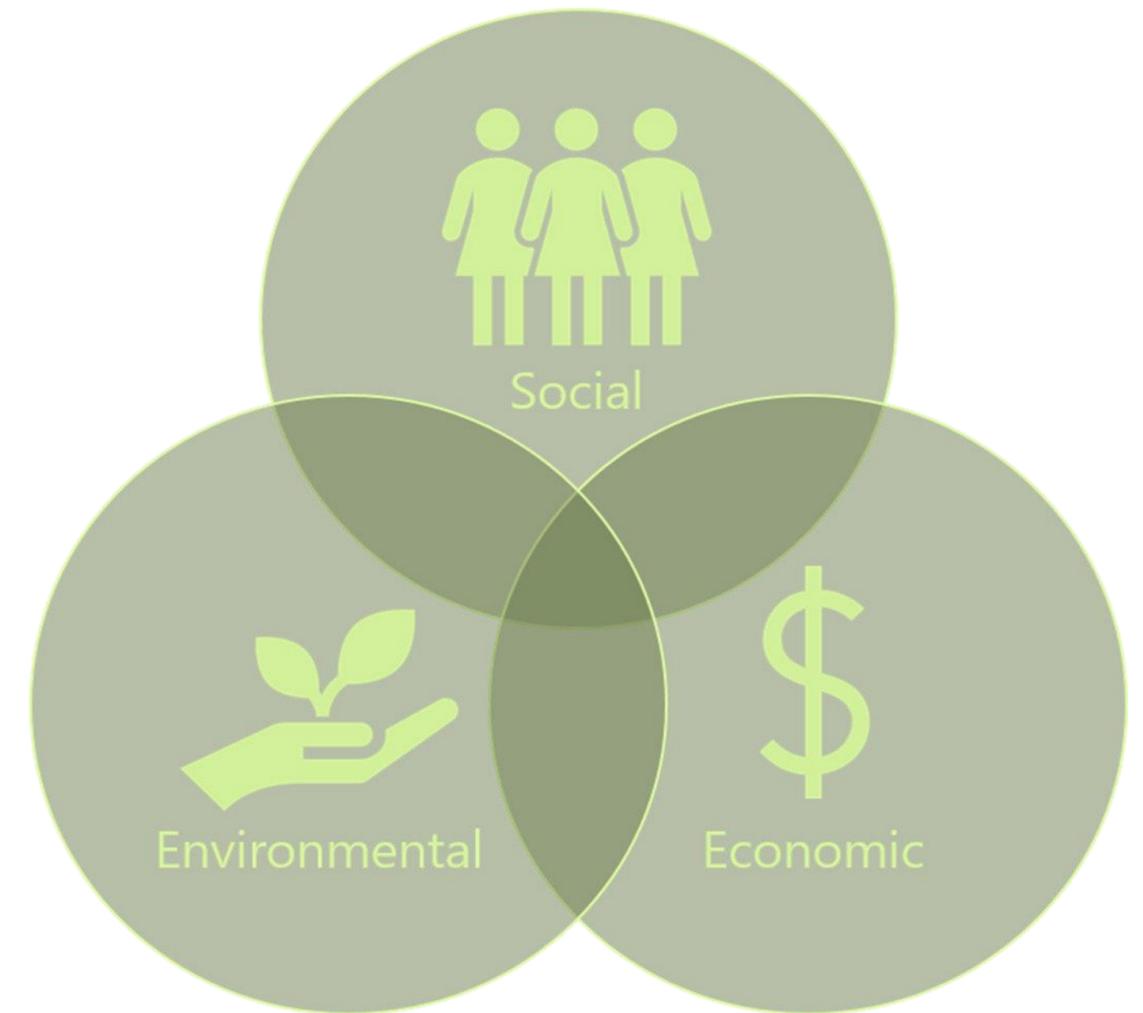
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"A blueprint to achieve a better and more sustainable future for all people and the world by 2030": United Nations"



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Foreword

Dear readers,

Since the founding of the Ravindra Heraeus Private Limited (“RHPL/ Ravindra Heraeus”) in 1988, our entrepreneurial activities have repeatedly required adjustments to changing conditions in order to take advantage of new opportunities. Sustainability has become a central entrepreneurial guiding principle and has long been incorporated into the principles of our entrepreneurial and social actions.

In the recent Vision statement “Ravindra Heraeus 2025”, we have again committed ourselves to further anchoring responsibility in our company and to pursuing environmental, social, and governance goals.

The RHPL associated & having a Joint collaboration with the Heraeus Group (“Heraeus”) Germany, is a highly-respected, family owned company that enjoys an excellent reputation throughout the country & world.

We, RHPL are respected and admired for our long lasting success in business and our business culture. With our competencies, our innovation capabilities we continuously strive to create opportunities and to contribute to a sustainable and better world.

With this policy, we document which fields of action are at the forefront for us and which goals we have set ourselves for the future.

In addition, we were able to expand our data transparency in the reporting period, laying the foundation for the further development of our sustainability strategy. This progress is important in order to anchor sustainability even deeper in the company.

In this policy, we also describe how we use our innovative strength and technical expertise to make an active contribution to a sustainable and better world with our customer centric products and solutions. In this, we focus on activities concerning the environment, health, pharmaceuticals, electronics and industrial applications.

I hope you will enjoy reading this sustainability policy.

Shailesh Ravindra Choksi
Managing Director

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About this Policy

The sustainability Policy's objective is to make our activities and our progress towards integrating sustainability into our business transparent to our stakeholders.

Contents and reporting standard

In this policy, we focus on sustainability topics, goals and roadmaps and unless indicated otherwise, our statements apply to all our operational businesses and all our sites. In our effort to bring more relevant information to our stakeholder, we are introducing a new structure with this policy.

While building and reporting on compliance are the basis, we also report on our progress with a particular emphasize on environment, people and innovation.

Throughout the policy, we showcase select outcomes and activities of our Business in short story format, referring to how these initiatives contribute to the United Nations SDGs (Sustainable Development Goals). Some of these stories link to more detailed web content.

Ravindra Heraeus aligns this policy on the Sustainable Development Goals of the United Nations. Projects from our foreign Collaborators show our specific contribution to selected sustainability goals.

Format and contacts

This policy is published digitally in English and can be downloaded at www.ravindraheraeus.com.

In order to make the policy easy to understand it includes specific contents and highlights pertaining to principles and ethics which we keep intact for being sustainable in long term overview.

We look forward to this policy providing new impetus for dialog with our business partners, employees, the interested public and further stakeholders. We look forward to keeping in touch with you and continuing our exchange of ideas!

1. Company Profile

Family-owned Portfolio Company

As stated above Ravindra Heraeus, Udaipur aided by the technical support from our collaborators Heraeus, Germany have been manufacturing and processing the precious metals products for over three decades and our product range includes the following:

1. PRODUCT RANGE:

Our products are "TAILOR MADE" to Customers specifications. Our standard products are the following:

- Different types of Supported (viz. activated carbon, alumina, calcium carbonate) Precious Metal bearing Catalysts such as Palladium on Carbon and Platinum on Carbon, etc. including homogeneous catalysts.
- Precious Metals Salts such as Chloroplatinic Acid, Palladium Chloride, Platinum Oxide, Rhodium Chloride etc.
- Refining of Precious Metals from Spent Catalyst.
- Platinum alloy Catalyst Gauzes
- Palladium Alloy Catchment Gauzes.
- FTC Gauzes.
- Platinum/Rhodium Bushing & Equipment such as Stirrers, Thimbles, Bubblers etc. for Fibre Glass/Glass Industries.
- Silver Catalyst Gauzes.
- Platinum Laboratory Apparatus.
- Platinum, Platinum/Rhodium Thermocouple Wires, Platinum Electrodes, etc.
- Platinum/Gold Casting Dish/Crucible.
- Chemical Catalysts.

- Platinum Components and Semis for Jewellery including Platinum Chains.

RHPL has been regularly manufacturing and supplying Palladium and Platinum supported catalysts to various applications in the pharma, fine chemicals industries, etc.

In addition, we also manufacture and supply other range of products to the Fertilizer, Pharmaceutical and Petrochemical Industries, Automotive, Glass and Glass Fibre Industries.

Manufacture is carried out using the latest technology that is developed in-house and also from our joint venture collaborator Heraeus, Germany. RHPL being part of the multinational Heraeus group of Germany are in the same league with the major global manufacturers.

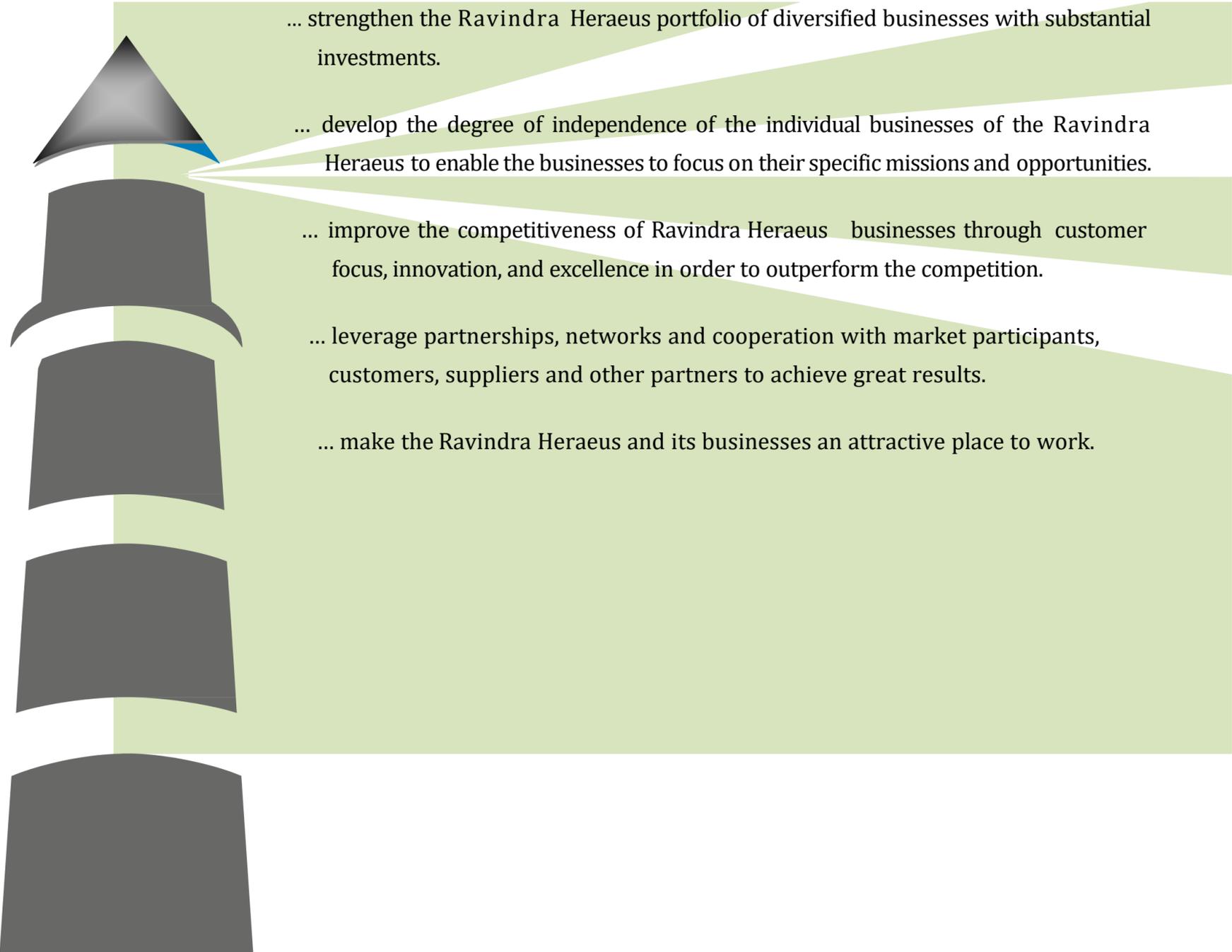
Heraeus is not only manufacturers of catalysts; but the whole gamut of precious metal products falls within their range.

Vision 2025

Our way into the future

To continue the history of the Heraeus Group and our path of sustainable growth, we are focusing on five major areas of activity.

By 2025, we will...



2. Our Commitment to sustainability

a) Our understanding of sustainability and our mission statement shape our daily actions

Maintaining the long-term independence of Ravindra Heraeus as a family-owned company is our top priority at all times and in all corporate policy decisions. This basic orientation requires sustainable economic success, which takes precedence over short-term profit maximization.

Our vision and mission statement for 2025 is to continue to invest in our diversified business portfolio and to allow to focus on their specific tasks individually and in its own context pursues a responsible approach to financial and natural resources as well as its social environment, business partners, and employees.

We always strive to make a meaningful contribution to solving the problems of our customers, the company, and the world – through customer focus, innovation, excellence, shared values, and an attractive workplace, as well as through collaborations across our networks. We also strive to actively contribute to a sustainable and better world through our customer-focused innovation and technical expertise, not to mention our own products and solutions.

b) Our core values

Ravindra Heraeus has established basic values in its corporate mission statement to guide daily activities:

It's a people business

- We understand leadership as a key lever for success, we value our leaders and their unique contributions and invest in their growth.

- We attract, retain and develop the most talented, skilled and motivated people and we engage the most collaborative and diverse teams

Customer focus guides us

- We listen to our customers and deliver technologies and solutions that satisfy their needs.

We are committed to supporting our customers in achieving their high ambitions

Innovation leads us

- We regard innovation as a key competitive differentiator.
- We understand internal and open innovation as two equal routes for great ideas, and we pursue large and small ideas that matter.

Excellence drives us

- We believe in excellence as a key driver of success.
- We drive excellence in all areas of the business, for example supply chain, innovation, commercial and administration.

Responsibility matters

- We act with integrity and responsibility towards our partners, society, and the environment.
- We integrate environmental, social and governance (ESG) considerations into our corporate and operational business activities.

c) Anchoring responsibility in the company.

The Ravindra Heraeus and their operating divisions are responsible for translating our responsibility for sustainable actions into specific measures. Our central management systems form the control basis for defining operational goals,

selecting measures, and reviewing performance using key performance indicators.

The basis of our responsible actions is compliance with applicable laws and regulations. Since the introduction of a globally applicable Code of Conduct in the Ravindra Heraeus, we have been continuously developing the content and structure of our compliance system. Since many years, the Ravindra Heraeus compliance system has also been part of our expanded responsibility management system.

For Ravindra Heraeus, responsible and sustainable action does not end with compliance with all applicable laws and regulations, but also includes the responsible use of financial and natural resources, the social environment, and business partners and employees.

Against this backdrop, Heraeus, Germany have launched a program for our Global Business Units in 2020 to embed sustainability more deeply in the businesses. At the Global Business Unit level, strategies are to be developed with sustainability in mind, and roadmaps for the further development of sustainability goals are to be created. Heraeus Holding, Germany has created the position of a Sustainability Manager for this purpose. The task of the Sustainability Manager is to support the Global Business Units on their way to a holistic sustainability strategy with a content framework and to anchor stakeholder and customer orientation in the respective strategies. In this way, Heraeus and Ravindra Heraeus want to create long-term value for various stakeholders.

Our fields of activity in the area of sustainability

| | |
|----------------------|-----------------------|
| 1. Compliance | 2. Environment |
| 3. People | 4. Innovation |

3. Compliance: Guidelines and processes

A. Ravindra Heraeus compliance management underscores the importance of sustainable business practices

With its compliance management system, Ravindra Heraeus has defined requirements and processes to ensure compliance with legal obligations and voluntary guidelines. The Ravindra Heraeus Compliance Officer is responsible for the compliance management system. Operational implementation of and adherence to the compliance rules of the company and the respective business segment is the responsibility of the managing director, who are supported in this by the responsible compliance officer.

The Ravindra Heraeus Code of Conduct serves as a central framework for the global business activities and has helped secure the company's long-term success since the adoption of RHPL Business conduct Guidelines. It contains binding regulations that are specified for a corporate ethics and importance of sustainable business practices as well as the personal responsibility of each individual employee and the stakeholders/Business partner etc.

- **Guideline on the procurement of goods and services through supply chain policy for sustainable sourcing**
- **Guideline on the Anti Bribery and anti-corruptions**
- **Guidelines on anti-Corruption due diligence policy for third party.**
- **Guidelines/ procedure for whistle Blower**
- **Guideline to ensure that the compliance management system works effectively and efficiently across the individual levels of the company, Ravindra Heraeus regularly reviews and improves it.**

Human rights

The new Heraeus Human Rights Policy became effective on April 01, 2020. In this policy, which supplements the Ravindra Heraeus Code of Conduct, RHPL undertakes to comply with generally recognized human rights, such as the prohibition of child and forced labor, the prohibition of all forms of discrimination, and the observance of maximum permissible working hours.

The organizational instruction on the implementation of the Human Rights Policy, is intended to ensure compliance with the policy principles. To this end, the policy requires all operational sites to conduct a human rights risk assessment once a year starting in 2020. The result of this risk assessment and the implementation of the Heraeus Human Rights Policy, including any corrective measures must then be presented to the management

Data protection

As part of the Responsibility Office, the data protection concept has established for securing the respective data of the organization. The Operational implementation of data protection is carried out with the support of data protection coordinators who are appointed by the management.

The teamwork of Department continued on building a strong data protection organization, in particular through training and intensive cooperation with data protection coordinators to implement appropriate processes.

Export control and customs

In the area of export control and customs, the expansion of the compliance management system is driven by the tax /finance department. Here, a team of experts is responsible for setting up company- and risk-adjusted structures for export control and customs. RHPL pushed ahead with automation and continued to work on expanding an efficient and well-trained compliance organization. Particular challenges included assessing the consequences and necessary preparations as well as evaluating the impact of the trade disputes occurs globally.

Need-based training of employees and exchange of experts

With a training concept that applies worldwide by the Heraeus Germany, RHPL ensure that the responsible employees are informed about new regulations and know and understand the provisions of the Heraeus Compliance Management System. In this context, classroom training, e-learning, and other communication measures take place. Expert panels regularly exchange information on new developments under the leadership of the respective Corporate Function. This ensures that challenges and best practices are shared in order to continually raise awareness of responsibility issues. During the reporting period, data protection e-learning sessions were successfully held for all relevant employees and managers in our organization. In addition, regular workshops are held with the compliance officers in to promote the exchange between the compliance officers on cross-divisional topics, challenges and best practices

Monitoring and control

Being the Group's companies of Heraeus, Germany, our compliance officers and its department use to complete a compliance questionnaire once a year in which they provide information on the introduction and implementation of the compliance guidelines. The completed compliance questionnaire is one element of the review of the effectiveness of the compliance system to assess effectiveness. The implementation of the compliance requirements is regularly reviewed by the Corporate Audit department of Heraeus.

Reporting of indications and infringements

If a compliance violation is suspected, any employee can contact his or her manager or the local compliance officers. In addition, it is possible to contact the Compliance Officer directly by telephone or e-mail.

The internal compliance hotlines were opened to report the complaint or misconduct. The Ravindra Heraeus Code of Conduct prohibits sanctioning or punishing employees who have reported a compliance violation in good faith, even if the report subsequently turns out to be untenable.

B. Monitoring and managing risks

Ravindra Heraeus pursues the goal of identifying risks in a timely manner and taking them into account in advance when making important decisions. As part of the risk management system, a group of experts identifies risks that could potentially threaten the company's existence as well as other significant risks and categorizes them in terms of how they can be influenced. All significant risks that can be influenced are included in the catalog with corresponding management strategies or measures, assigned to a responsible person and the procedure is documented. Human rights-related risks for employees and in the supply chain are identified and assessed once a year.

Cybersecurity

Cyber-attacks represent a rapidly growing risk in our digital business and working world. Ravindra Heraeus counters this threat with a variety of countermeasures. Important elements include processes and guidelines for the secure operation of IT systems, regular training and information for employees, and the use of technologies to detect and defend against cyber-attacks. The IT security team at Ravindra Heraeus monitors IT systems,

Initiates countermeasures as needed, and works to continuously improve measures. Regular simulations of cyber-attacks and audits are used to check the effectiveness of the processes

Integration of sustainability aspects

Ravindra Heraeus intends to add sustainability criteria to its existing risk assessment. The mission of Supply Chain Excellence is to establish a supply chain that enables us to reduce our environmental footprint, satisfy our customers and continuously strengthen our competitiveness. This includes the optimization of supply chain processes, the reduction of supply chain costs and the sustainability of the derived measures

C. Partnership-based dialog with our stakeholders

In order to identify the key challenges facing our company at an early stage and to be able to meet them successfully, we are in continuous dialog with our stakeholders.

These include, above all, our customers, employees, suppliers and experts, associations, and social interest groups, as well as the shareholders of the family-owned company.

In particular, our business segments involved in the purchase and sale of risky commodities such as precious metals face a critical public

The satisfaction of Ravindra Heraeus customers determines the competitiveness and economic success of our company. Ratings and accreditations such as from LPPM and various other statutory bodies provide our customers with transparent information about how we at Ravindra Heraeus operate sustainably and responsibly. We have intensified the dialog with our employees. We also provide information and guidelines/procedures on sustainability-related topics that can be helpful in daily discussions with customers and other stakeholders, as well as support a high level of sensitivity among employees. The topics covered are: human rights, sustainable procurement, conflict minerals, and sustainability-relevant guidelines, audits, and reports.

In dialog with our stakeholders, we learn to better understand their needs and expectations. Our goal is to further strengthen their trust in Ravindra Heraeus. The insights gained from this regularly flow into the further development of our corporate strategy and responsibility management.

Ravindra Heraeus' suppliers are important guarantors of our business success. For this reason, Ravindra Heraeus generally strives for long-term business relationships. Since joint commitment is required to sustainably align value creation, Ravindra Heraeus includes suppliers in its strategy for sustainable action.

The business segments of Ravindra Heraeus pursue the goal of aligning their value chains sustainably. To this end, suppliers are expected to meet the requirements of the RHPL-Supplier Code of Conduct. This includes compliance with laws and international standards as well as ensuring fair and safe working conditions and operational environmental protection. Due to this we are aware that the choice and control of its suppliers, especially in the precious metal trading and in sourcing critical raw materials, is of key importance for a business activity focusing on sustainability

Identification of risky suppliers and verification measures

For every supplier we have established a client database and allocated a risk profile according to our internal compliance criteria. This process is a formal requirement before entering any business relationship with our precious metals supplying counterparty. If we are offered any minerals originating from or transiting through Conflict-Affected and High-Risk Areas we conduct an extensive due diligence check. Only if we can exclude any risk mentioned above for these products a business relationship can be established.

In addition, we conduct appropriate scrutiny and monitoring of all transactions undertaken through the course of the relationship with our counterparts by using sophisticated IT systems.

An internal management system has been set up to define the governance, roles and responsibilities, internal audit, training schedules and communication. The Purchase Manger and concerned officials has been assigned to manage this process and has a direct line of reporting to the management.

We review our system for any deficiencies at least annually and improve our compliance systems as necessary to meet any new requirements.

Handling of risk products

Products are considered "risk products" if their exploitation and purchase involve a particularly high risk of violation of human rights, violation of international trade rules and realization of criminal offenses. When accepting risk products in our supply chain special duties of due diligence apply. We do not tolerate nor profit from, contribute to, assist in or want to be linked to:

- Violation of Occupational safety
 - Torture, cruel, inhuman and degrading treatment
 - Worst forms of child labour or any form of forced labour
 - Other gross human rights violations and abuses such as widespread sexual violence
 - Corruption or any other illegal activities like bribery or money-laundering
 - Violations of granting the freedom of association or the right to organize
 - Violations of international humanitarian law
 - War crimes, genocide, or any other crimes against humanity
 - Direct or indirect support to non-state armed groups as well as public or private security forces
 - fraudulent misrepresentation of origin of minerals
 - Non-payment of taxes, fees and royalties to respective governments
 - Non-compliance with Environment and Sustainability legal requirements
- We will not engage respectively immediately disengage with any business opportunity or business partner where we identify a risk as described above. Business relationships with partners acting against those principles is not tolerated throughout our Organization.

Our compliance system for Precious metals and 3T (Tin, Tungsten and Tantalum)

Ravindra Heraeus has established an effective and comprehensive compliance management systems based on strong local and international. KYC due diligence practices to target anti-money laundering, bribing in commercial transactions and to comply with the regulations set forth in the OECD due diligence guidance on Minerals from Conflict-Affected and High-Risk Areas.

The quality audits take into account the following social and environmental aspects:

- Occupational safety
- Prohibition of child labour
- Prohibition of forced labour
- Granting of adequate wages ("living wages")
- Granting of freedom of association
- Management of natural resources
- Compliance with environmental regulations

This sets our responsibility for conducting risk based due diligence, screening and monitoring of transactions and governance structures in place for all our organisation and business partners-entities involved in purchasing, refining or other transactions with Minerals from Conflict-Affected and High-Risk Areas (including but not limited to Gold, Tin, Tungsten and Tantalum).

Our definition of high risk is in accordance with Annex II of the OECD due diligence guidance on Minerals from Conflict-Affected and High-Risk Areas and includes Gold, Tin, Tungsten and Tantalum and their Minerals. The Management of RHPL has the authority to deny any new suppliers classified as high risk and retains the ultimate control and responsibility for the supply chain. We expect our suppliers of precious metal and precious metal containing material to take appropriate steps to ensure that they adopt a similar policy and the provisions of this policy are communicated to their employees and down their own supply chain. We perform annual training sessions with relevant employees and encourage them to raise any suspicious transactions to management immediately.

Compliance check when buying and selling precious metals-DUE DELIGENCE

Due diligence of our supply chain counterparts comprises of all the measures required by the OECD due diligence guidance on Minerals and best practices adopted for dealing precious metals and is performed before entering into a new business relationship with any of our precious metals supplying counterparts.

We have a robust lot-receipts process and specific documents must be received and transactional details entered before we process precious metal bearing material.

We distinguish our precious metals supplying counterparts into the following categories: We distinguish our precious metals supplying counterparts into the following categories:

- Mining counterparts: We request Mining Counterparties to comply with LPPM Guidelines and we accept Precious Metals only from LPPM good delivery listed Suppliers.
- Recycling material – secondary precious metals

All our counterparties must undergo a due diligence process, before we accept material.

We recognize that achieving a responsible supply chain will take time and effort. We expect our Precious Metals sourcing suppliers to take reasonable, good-faith steps toward this goal; hence all Precious Metals sourcing suppliers are required to comply with the RHPL Precious Metal Supplier Questionnaire (PMSQ) and to submit the signed PMSQ to RHPL as a process of Due Diligence.

4. Environment

a. Sustainability in production and beyond

We have a responsibility to protect the environment, conserve resources and ensure safe working conditions at our sites. In doing so, we are guided by the precautionary principle to proactively avoid or minimize any impact the environment and health. For this purpose, we use a continuous improvement process for our production facilities.

Our aim is not only to use energy more efficiently, but also to further optimize all procedures and processes. The aim is to conserve natural resources and further reduce or eliminate waste. Particularly in the case of hazardous substances, the principle is to replace them as completely as possible.

b. EHS development path: on the way to globally uniform EHS standards

Our EHS management primarily pursues four goals to develop Ravindra Heraeus into an even safer and more successful company:

1. create safe working conditions,
2. ensure EHS compliance,
3. protect the environment and
4. Conserve natural resources at all our sites worldwide.

For this purpose, we summarized our EHS principles which defines binding EHS guidelines for our production sites. It thus enables sites to improve their EHS management in an individually appropriate, step-by-step and sustainable way by following clear guidance and using proven tools. With this orientation, the EHS has been operationally active in accordance with ISO 14001.

c. EHS Compliance Management

Ravindra Heraeus is committed to complying with the legally applicable requirements in the areas of environmental protection, health protection, and occupational safety, which are specified by numerous legal regulations as well as technical codes and permit requirements. This is monitored by the local EHS managers at the sites.

d. Corporate EHS Compliance Audit Program

Audits are an important tool for continuously identifying potential environmental and occupational safety risks at sites and taking appropriate action. Through this structured process, we help ensure that Ravindra Heraeus is a trust- worthy partner for employees, residents, customers, and authorities.

On behalf of various regulatory authority, specialists in environmental protection, health and safety regularly inspect our sites as part of the Corporate EHS Compliance audit. Using precisely defined criteria, they record how the legal requirements and permit conditions are implemented on site and support the site managers in dealing with any deviations identified. The aim is for each site to undergo an audit within a certain period of time. The current selection for audits is made on the basis of risk classification and past EHS performance.

e. Further increase energy and resource efficiency

We pursue the goal of increasing energy and resource efficiency in production. Ravindra Heraeus defines corresponding operational targets and develop measures to achieve them. In addition to optimizing existing production sites and processes, we generally invest in the energy efficiency of buildings and facilities when constructing new sites.

Ravindra Heraeus is committed to procure, generate and use energy in most cost effective, efficient and environmentally responsible manner and accord highest priority for energy conservation to minimize impact on Environment & Climate Change and we will:

- Comply with applicable regulations regarding energy consumption, energy efficiency and reduction of greenhouse gases.
- Take additional measures to continuously improve our environmental performance and reduce energy consumption.
- Assess our energy usage and measure its impact on the environment.
- Conserve fossil fuels through advance use of cleaner energy sources (eg photovoltaic solar panels for the generation of alternate energy).
- The solar power is used to operate buildings and plants and reduces Ravindra Heraeus' carbon footprint.

f. Ensure chemical safety

We process many chemicals in our production facilities. Safety for people and the environment is a top priority in all production processes. The safety data sheets, which provide information about the hazards and appropriate measures for health and environmental protection, are an essential basis for the safe handling of chemicals. We therefore prepare the safety data sheets for Ravindra Heraeus products in accordance with legal requirements and keep them constantly up to date. The safety data sheets for raw materials and production aids are also regularly reviewed and made available centrally.

ENSURING CUSTOMER HEALTH & SAFETY

As a portfolio company, Ravindra Heraeus is committed to take all reasonable steps to ensure the health and safety of our customers that continuously improves the safety profile of our products. We commit ourselves to -

- Comply with all regulatory requirements for product safety testing, labelling and vigilance wherever a product is developed, manufactured or marketed.
- Continually assess products, packaging, labelling and feedbacks to ensure the health and safety of customers.
- Re-appraising working practices when circumstances change or new hazards arise in order to strengthen our precautions.
- Develop and use best practices and procedures to achieve and maintain high standards of product quality
- Consult our customers to identify their needs and develop our services to meet those needs.

5. People: Cooperation and corporate culture

a. Attractive working conditions

The success of Ravindra Heraeus lies in the hands of our employees. Their expertise, motivation, and focus on innovation are key success factors in global competition. With attractive working conditions and a variety of career prospects within the company, Ravindra Heraeus is well positioned in the labor market. Our attractiveness as an employer determines whether we are able to attract and retain motivated and hard-working talents. That is why we engage in an open dialog with our employees about what requirements an ideal workplace should fulfill.

We demand and promote respectful, appreciative interaction as the foundation of every good working relationship. In our HR strategy, we regard leadership and excellence as key strategic levers for achieving our goals and advancing the organization. We train and qualify our employees to prepare them for the requirements of the future, such as digitalization. In doing so, we also promote entrepreneurial thinking and diversity. Creating a healthy, safe working environment for our employees is a matter of course for us. In addition, we specifically promote preventive healthcare and are committed to achieving a work-life balance.

To continue on our path of sustainable growth, one of our focal points with our Vision 2025 is to further strengthen the organization and its operating businesses as an attractive place to work. We value our employees and leaders and invest in their growth. We also foster diverse and collaborative teams.

b. Responsibilities and steering

Binding factories act and various labor laws guidelines, standard processes and systems relating to human resources topics are defined and provided by the human resources management department of Ravindra Heraeus.

Based on this common framework, the HR Managers teams drive organizational and employee development and benefits for their employees at the sites, for example on retirement and health care as well as work-life balance. This is done in coordination with the other local Business Units and, if necessary, with the support of external service providers.

Our corporate values and the RHPL Code of Conduct, which applies throughout the organization, serve as the basis for respectful interaction. This also appeals to the personal responsibility of employees in complying with laws and internal rules. Ravindra Heraeus is committed to respecting human rights and labor and social standards based on the ILO principles

This includes prohibiting child labor and forced labor as well as all forms of discrimination and ensuring safety in the workplace. To underscore this commitment, Human Rights Policy was adopted to supplement the Code of Conduct. In addition to the principles, this policy also defines minimum standards, for example with regard to starting age and permissible working hours as well as salary and social benefits. Every employee is encouraged to report violations of the Code of Conduct. In addition to the internal Compliance Management contacts is also available for this purpose.

Our corporate culture includes trusting cooperation between employer and employee representatives as well as open dialog via employee meetings and employee appraisals.

c. Committed to the health of all employees

In order to maintain the health of employees in the work- place, the existing offers have been expanded. The increasing importance of mental health in the workplace is taken into account by a new risk assessment – any stress that may occur should be analyzed in advance if possible. Occupational health management has been expanded and the aspects of absenteeism management, ergonomics, mental health as well as healthy and performance-oriented leadership have been expanded or added. Qualified advisors are available on these topics and extensive training courses are offered.

d. Occupational safety and Health with the highest priority

The safety of our employees and protection against work-related accidents, injuries and illnesses is a high priority at Ravindra Heraeus. This is also reflected in our safety culture, which is based on the vision of an accident-free workplace. To ensure this, the business segments are responsible for establishing Environment Health and Safety (EHS) management systems at their locations. The internal standards go beyond the legal requirements if we consider the remaining risks for our employees, employees of partner companies, visitors and the neighborhood to be too high.

The safety requirements differ considerably according to business field and area of application. These differences are taken into account in the individual specifications, whereby global minimum standards always apply. Particular attention is paid to the production of precious metals, as there are special hazards here due to high pressure and temperatures as well as the substances used.

6. Innovation

a. Open innovation: An opportunity.

The innovation landscape has changed significantly in recent years. Processes, in particular, have continued to accelerate. In order to excel in this environment, Ravindra Heraeus relies on cooperation with partners, openness, and interdisciplinary. The change toward an innovation culture that is more strongly oriented toward open innovation was therefore continued in the reporting period.

b. Product development at the Service of society

Our innovative strength is the basis for Ravindra Heraeus' technology leadership.

As part of our strategic planning, we are focusing on important future trends such as health, electro mobility and demographic change. We are specifically developing innovative products and solutions to help shape these trends. We have identified three important drivers for the healthy and organic growth of our Business. The early identification of trends, the development of new business ideas and the further development of our product portfolio.

Important drivers for our research and development (R&D) are pressing challenges in health and environmental protection. Ravindra Heraeus is working intensively to make its contribution to the development of suitable solutions. In this way, we support our customers not only in meeting increasing legal requirements, but also in operating sustainably and effectively.



7. Social Engagement

a) Civic engagement and Commitments toward Society

Social commitment is an integral part of Ravindra Heraeus self-image and corporate culture. In accordance with the guiding principle “think globally, act locally”, our locations are also committed to charitable causes related to local social and ecological challenges. Ravindra Heraeus also supports and welcomes employees who volunteer to perform social tasks and thus help shape and advance the community.

Corporate Social Responsibility (CSR) is strongly connected with the principles of sustainability; an organization should make decisions based not only on financial factors, but also on the social and environmental consequences. Therefore, it is the core corporate responsibility of Ravindra Heraeus to practice its corporate values through its commitment to grow in a socially and environmentally responsible way, while meeting the interests of its stakeholders

b) The Corporate Social Responsibility (CSR) Commitment to the common good at all locations

The Ravindra Heraeus locations take responsibility for their social commitment and align it with local needs. The following projects are examples of our commitment In accordance with the requirements under the Indian Company law, the Company’s CSR activities as design in the CSR Policy of the company which is substantially focus on:

- i) Eradicating hunger, poverty and malnutrition, promoting health care including preventive health care and sanitation and making available safe drinking water.
- ii) Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
- iii) Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backward groups.

- iv) Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agroforestry, conservation of natural resources and maintaining quality of soil, air and water
- v) Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional art and handicrafts;
- vi) Measures for the benefit of armed forces veterans, war widows and their dependents, Central Armed Police Forces (CAPF) and Central Para Military Forces (CPMF) veterans, and their dependents including widows
- vii) Training to promote rural sports, nationally recognized sports, Paralympic sports and Olympic sports
- viii) Contribution to the prime minister’s national relief fund or Prime Minister’s Citizen Assistance and Relief in Emergency Situations Fund (PM CARES Fund)] or any other fund set up by the central govt. for socio economic development and relief and welfare of the schedule caste, tribes, other backward classes, minorities and women;
- ix) (a) Contribution to incubators or research and development projects in the field of science, technology, engineering and medicine, funded by the Central Government or State Government or Public Sector Undertaking or any agency of the Central Government or State Government; and
(b) Contributions to public funded Universities engaged in conducting research in science, technology, engineering and medicine aimed at promoting Sustainable Development Goals (SDGs).
- x) Rural development projects.
- xi) Slum area development.
- xii) Disaster management, including relief, rehabilitation and reconstruction activities.

The CSR policy align with the sustainable goals of Ravindra Heraeus intends to:

- a) Strive for economic development that positively impacts the society at large with minimal resource footprint.
- b) Embrace responsibility for the Company’s actions and encourage positive impact on communities, stakeholders and the society through its activities aimed towards promoting education, health care and environmental sustainability and eradication of poverty, malnutrition and inequality.

SUSTAINABLE DEVELOPMENT GOALS

