

CSR POLICY

1) PURPOSE & SCOPE

Arvind Industries including the subsidiaries **success** depends on the communities in which we live and work and our business can only be sustainable if they are. Supporting thriving communities is therefore one of the important pillars of our Sustainability strategy. Wherever Arvind Industries has operations, we aim to work with local community leaders, government, and NGOs on environmental and social issues of concern to them and our business.

This Policy applies to Arvind Industries, the Policy will be operative within the overall ambit of the CSR provisions contained in the Companies Act 2013, the Companies (Corporate Social Responsibility Policy) Rules, 2014 read with Schedule VII and amendments thereof, applicable from time to time (*hereinafter collectively referred to as "CSR Provisions"*).

2) FOCUS AREA

To yield maximum benefit — both for the communities and the Group, the focus of contributions shall be given to four key areas:

- **Education and Youth development**

Especially Science, Technology, Engineering, and Math (**STEM**) education, as well as enterprise education and skills training. Incentivizing female's upskilling is also part of this pillar.

- **Health and Medical care**

Especially initiatives that address healthcare accessibility, disease prevention, mental health support, and healthy lifestyles.

- **Environment protection**

Especially activities that protect the environment, biodiversity, forests, and natural resources.

- **Rural Transformation**

Creating sustainable livelihood solutions, addressing poverty, hunger and malnutrition.

To maximize potential benefits, we channel support to projects that are:

- **Focused**

Projects meet an identified need in the local community or environment; align with our focus areas; and support the Sustainable Development Goals.

- **Outcome-focused**

Objectives and goals are clearly defined; results are measured, yielding maximum impact for local communities.

Sustainable

- **Facilitate engagement**

Projects actively engage local communities; seek support from other appropriate partners; and provide opportunities, where possible, for our employees to volunteer.

- **Build awareness:** Projects allow us to build awareness of the issue, the program, and our support.

In addition, a portion of funds is available to projects that do not fit the criteria above but are still deemed important to community well-being by our local operations. In addition, we should also provide emergency relief when a host community is hit by disaster. To do so, we should work with relevant relief organizations to provide support.

The UN Sustainable Development Goals (SDGs)

Below are the 17 Sustainable Development Goals, the blueprint for development by the year 2030 adopted by all UN member states. As members of the UN Global Compact, the world's biggest corporate sustainability initiative, **RHI Magnesita** has committed to supporting and promoting these goals: our business strategy, operations, and community investment projects. The SDGs highlighted below are the goals to which our business can contribute the most; they form the basis for our strategic community themes above.

- Good Health and Well-being **(SDG 3)**
- Quality Education **(SDG 4)**
- Gender Equality **(SDG 5)**
- Clean Water and Sanitation **(SDG 6)**
- Decent Work and Economic Growth **(SDG 8)**
- Industry, Innovation, and Infrastructure **(SDG 9)**
- Sustainable Cities and Communities **(SDG 11)**
- Climate Action **(SDG 13)**
- Life on Land **(SDG 15)**

We aim to develop long-term partnerships. Our preference is to handle projects using our in-house resources. However, if there are projects where the Company collaborates with implementation agencies, we prefer those agencies to be non-profit organizations that demonstrate:

- **Vision**
Long-term goals and objectives that support the Global Goals and are publicly communicated.
- **Reputation** A strong reputation for integrity, project management, and partnership.
- **Track record** Scalable, sustainable, and, where appropriate, innovative projects.
- **Engagement**
Active dialogue with local communities, engagement of other potential partners, and, where possible, volunteerism by our employees.
- **Transparency**
Reporting in a transparent fashion.

All potential partners must act in accordance with the RHI Magnesita Code of Conduct.

3) RESTRICTIONS

Arvind Industries does NOT support:

- Contributions to influence a business or governmental decision (e.g. awarding a contract, etc.); or give the appearance of undue influence.
- Business partners or any person or organization closely related.
- Donations or other contributions that violate Indian, Austrian, Dutch, or EU law, the U.S. Foreign Corrupt Practices Act, the UK Bribery Act, or any other applicable law (in case of doubt, please consult Internal Audit, Risk & Compliance).
- Organizations that are non-compliant with the values of RHI Magnesita and the Code of Conduct.
- Entities without good standing and a clean record with authorities.
- Activities that may have a detrimental effect on the natural environment.
- Organizations directly involved in gambling, recreational or illegal drugs, tobacco, and armaments.
- Organizations, individuals, authorities, and civil servants linked to political, partisan, or sectarian associations.
- Public authorities, agencies, administrative bodies, their officials and officers (e.g. municipality, police, embassy), persons or organizations closely related to them (e.g. police sports clubs, International Police Association).
- Marketing, advertising, or commercial activities.
- Professional sports or athletic teams; unless the engagement takes place within a clearly defined framework supporting our focus areas.
- Appeals by or on behalf of individuals (e.g. athletes, artists, academics), including travel, field trips, research projects, private pursuits, or family reunions; unless engagement is within a clearly defined framework supporting our focus areas.
- One-off events such as conferences, seminars, expositions, tours, camps, and travel.

4) SUPPORT

The contributions we make may take different forms:

- Monetary contributions
- In-kind, such as computers, furniture, equipment, rooms, and transport etc.
- Support provided on a pro bono basis, including managerial expertise and time employees dedicate to volunteering during work hours, given that these voluntary hours contributed by the employees will not be considered billable hours under Corporate Social Responsibility.

Khemka Refractories strongly encourages local operations to encourage and enable employees to give their time and expertise to support local community and community partner organizations. Employee volunteering is proven to improve employee engagement and pride, while allowing them to learn new skills and develop new relationships, within the Company and the community.

5) CHECKLIST

a. Identify community needs

- Read, meet, and discuss as widely as possible.
- Where possible, link to Khemka Refractories 's key focus areas; if not possible, then at least to the UN Sustainable Development Goals.

b. Identify potential partners

- Research respected experts in the field

c. Develop a program proposal

- Ensure a clear definition of roles and responsibilities.
- Focus on outputs and desired impacts and stakeholders.

d. Assess risks

- Be aware of potential conflicts of interest.