



SUSTAINABILITY POLICY

- *IDC is committed to sustainability principles (inclusivity, integrity, stewardship and transparency).*
- *IDC considers the human as the most precious asset. IDC believes that its success depends on the talent and performance of the employees. Therefore, IDC cares about the participation, development and training, mental health and wellbeing of its employees.*
- *IDC engages with all stakeholders to understand risks and opportunities.*
- *IDC is committed to Ethical business practices and good corporate governance.*
- *IDC is committed to comply with all applicable laws , regulations and obligations.*
- *IDC has Management systems in place in order to operate in a legal, efficient and financially sustainable manner with continual improvement in the management of quality, health and safety, the environment and human resources*
- *IDC aims to communicate and work constructively with the supply chain to deliver sustainable policies and practices.*
- *IDC is committed to identify stakeholders affected by the activities of the organisation and its supply chains and by understanding their concerns, risks and opportunities to be responsive to their needs.*
- *IDC is committed to operate with transparency and record and report all complaints and prosecutions and associated corrective actions*
- *IDC supports and respects human rights, and committed to detect and prevent violations related to human rights . IDC is committed to the employment practices as set in legal and regulatory requirements and as per the regulations (UN, ILO etc.); all child, bonded, slave or involuntary prison labour is avoided. IDC is committed to ETI Base Code.*
- *IDC operates in a responsible manner to protect employees, contractors and visitors*
- *IDC promotes respect for employees and their rights and allows them free to join associations.*
- *IDC aims to use energy efficiently in the production of materials and products and minimise the emission of greenhouse gasses associated with these processes. Reduce fossil fuel consumption and utilise renewable sources of energy.*
- *IDC recognises the need to use all materials in the most appropriate and sustainable manner.*
- *IDC is responsible stewards of sites used by preventing pollution and recognising the importance of national heritage, ecological value and biodiversity during use and after the end of each site*
- *IDC aims to use water efficiently to minimise demand on potable water supplies, and treat process water and site run-off effectively to mitigate against pollution risks*
- *IDC aims to manage all waste streams effectively by adopting the waste reduction hierarchy and minimise waste incinerated and disposed of to landfill without energy or material recovery.*
- *IDC recognizes the social and environmental impacts of transportation and the need to adopt appropriate strategies to reduce adverse impacts.*
- *IDC aims to continue to support sustainable communities by providing employment and economic activity through fair operating practices, and recognise the importance of developing a skilled and competent workforce.*
- *IDC aims to liaise effectively with the local community and strive to develop mutual understanding and respect.*
- *IDC considers and supports the local economy, its diversity and employment in its activities*
- *IDC is a public listed company and aims to manage for long term financial performance. Provide stability and enable long term investment in social and environmental aspects which underpin the economy.*
- *IDC is committed to responsible sourcing in the supply chain*
- *IDC is committed to continual improvement*
- *IDC aims to develop products that improve quality and sustainability of the built environment.*

Plant Manager and Member Of Executive Board

19.07.2023

A handwritten signature in blue ink, appearing to be 'A. Kumar', is written over the date and title.