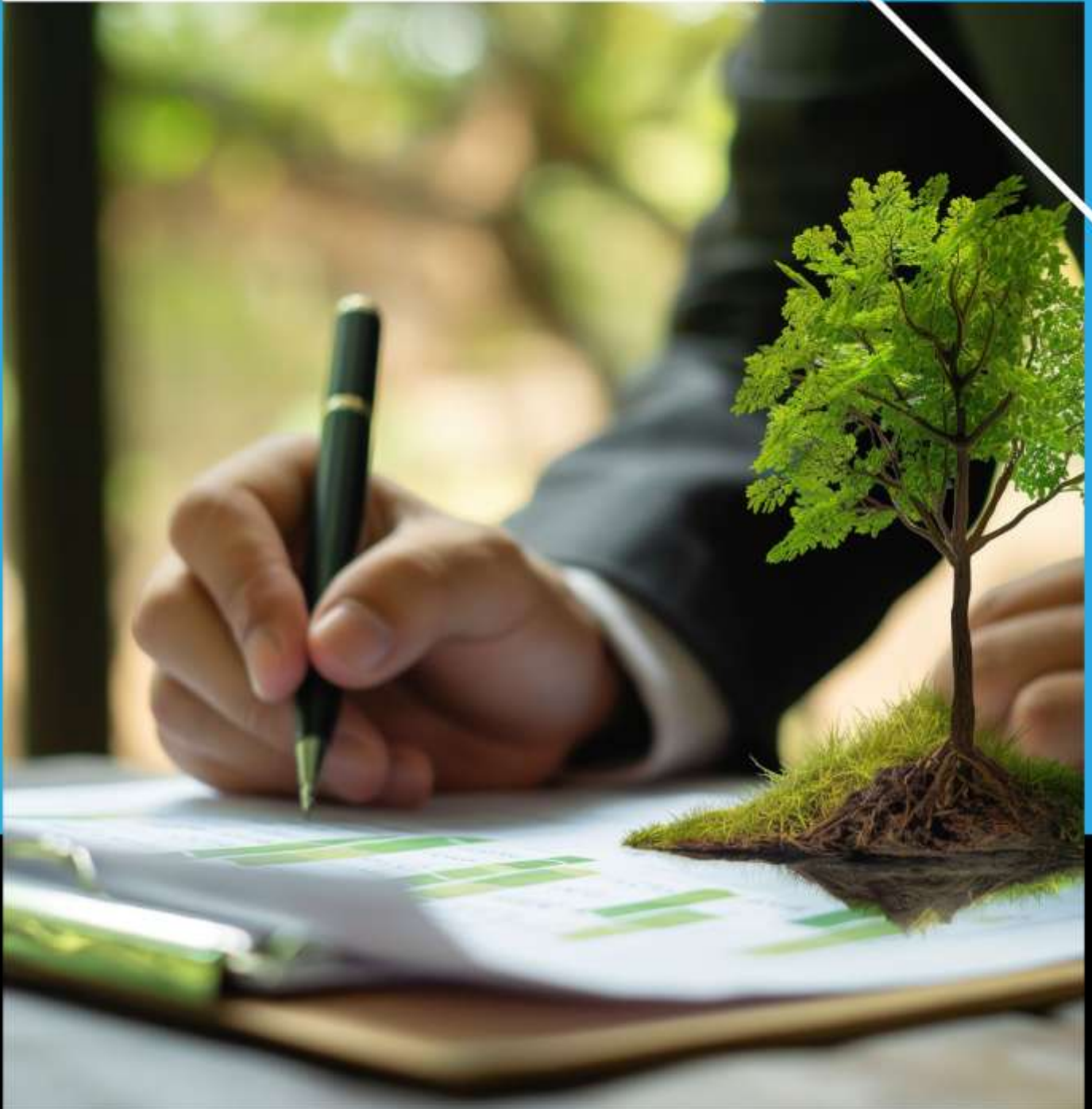




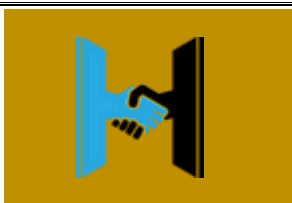
**HARISONS
INDUSTRIAL
PRODUCTS INC**



ENVIRONMENTAL POLICY

REVISION NUMBER: 3.0

EFFECTIVE DATE: 01.01.2024



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Introduction:

We are dedicated to supporting sustainable industrial solutions while maintaining a strong commitment to environmental responsibility. Through our comprehensive environmental initiatives, we actively work to minimize our ecological impact, conserve resources, and drive sustainable growth. This Environmental Policy underscores our efforts to tackle pressing environmental issues, including reducing emissions, preserving biodiversity, and addressing the full environmental impact of our products throughout their lifecycle. We have already made meaningful strides in improving our environmental performance and will continue to enhance these efforts to drive sustainable innovation in our industry.

Scope:

This policy applies to all locations and subsidiaries of the Harisons Industrial Products Inc. Group and extends to all employees, stakeholders, contractors, workers, partners, clients, and representatives associated with Harisons Industrial Products Inc. It ensures that all relevant parties involved in the company's operations adhere to the environmental standards and practices outlined in this policy.

Environmental Commitment:

Harisons Industrial Products Inc. is committed to continuously advancing its sustainability initiatives and strengthening its environmental responsibility. The company remains focused on driving progress and building a more sustainable future through responsible operational practices, resource efficiency, and innovative environmental solutions.

1. Water Conservation and Management:

- We recognize the critical importance of water conservation. We have implemented water-efficient processes to minimize water consumption across our operations.
- Continuous monitoring helps us prevent water pollution and promote sustainable water use in all of our facilities.

2. Energy Efficiency and GHG Emissions Reduction:

- We continuously strive to improve energy efficiency across our warehousing and sourcing operations.
- Through the integration of energy-saving technologies, we aim to reduce greenhouse gas (GHG) emissions, aligning with our long-term environmental goals to lower our carbon footprint.



3. Air Pollution Control:

- We adopt appropriate air quality management practices to reduce pollutants such as particulate matter, sulphur oxides (SO_x), nitrogen oxides (NO_x), and volatile organic compounds (VOCs).
- We utilize filtration systems, emission-control technologies, and operational improvements to manage air emissions and ensure compliance with applicable local and international air-quality regulations.
- Improve logistics efficiency by optimizing transportation routes and promoting fuel-efficient vehicles to reduce air emissions associated with transportation activities.

4. Materials Management:

- We are committed to responsibly sourcing and utilizing materials in our products and processes.
- By selecting environmentally friendly materials and optimizing resource use, we aim to minimize our environmental impact and promote sustainable consumption across the supply chain.

5. Chemicals Management:

- We prioritize the safe handling and use of chemicals in all operational processes.
- We actively seek to minimize the use of hazardous substances and comply with stringent regulations for chemical storage, handling, and disposal, ensuring safety and environmental protection.

6. Biodiversity Protection:

- Protecting biodiversity near our operations is essential. We actively work to minimize land disturbance and prevent pollution that could harm local ecosystems.
- Our policies focus on preserving the natural environment and ensuring that local biodiversity remains unaffected by our activities.

7. Waste Management:

- Our approach to waste management is focused on reducing waste generation through efficient processes, recycling, and responsible disposal.
- We strictly follow best practices for the disposal of industrial waste, hazardous materials, and other by-products, ensuring compliance with environmental regulations and reducing our impact on landfills.

8. Product Lifecycle Environmental Impact:

- We are committed to minimizing the environmental impact of our products throughout their lifecycle.



- This includes optimizing material use, improving energy efficiency, and promoting recycling to reduce the environmental footprint from production to disposal.

9. Consumer Health and Safety:

- Ensuring the safety of our customers is a top priority.
- Our products are designed to meet the highest safety standards, and we continuously work to improve safety features to protect the well-being of end users, installers, and technicians.
- In addition, we provide comprehensive product documentation and user guides to enhance safe usage and handling.

10. Environmental Services and Advocacy:

- We actively support environmental advocacy initiatives focused on promoting clean energy, resource conservation, and sustainability in the engineering and manufacturing sectors.
- We work with government and non-government organizations to support policies that enhance environmental protection and promote sustainability at all levels.
- We run community outreach programs, including environmental education and awareness campaigns, to promote sustainability in the communities we serve.

11. Compliance with Environmental Legislation:

- We are fully compliant with all relevant environmental laws and regulations across our global operations.
- We seek voluntary environmental certifications, implement industry best practices, and strive to exceed environmental compliance standards.

Measurable Goals:

Establishes FY 2022-23 as the baseline for monitoring our sustainability progress.

1. Energy Efficiency:

- Conduct energy audits annually to identify efficiency improvements and engage third-party experts for thorough assessments.
- Reduce energy consumption by 10% by FY 2029-30, through energy-efficient equipment upgrades and employee awareness programs.
- Train 60% of employees on energy conservation practices by FY 2029-30, by developing training modules focused on energy-saving techniques.
- Increase on-site renewable energy use by 40% by FY 2029-30, install additional solar panels and explore other renewable sources.



2. Carbon Emissions Reduction:

- Conduct annual carbon footprint assessments to track progress, by engaging experts for comprehensive evaluations.
- Scope 1 (Direct emissions): Reduce emissions by 20% by FY 2029-30 through fuel efficiency improvements and optimisation of on-site operations.
- Scope 2 (Indirect energy emissions): Reduce emissions by 20% by FY 2029-30 through energy efficiency initiatives and increased use of renewable electricity where feasible.
- Scope 3 (Other indirect emissions): Reduce emissions by 20% by FY 2029-30 by engaging suppliers, optimising logistics, and improving data quality across the value chain.
- Achieve a 10% reduction in transportation-related emissions by FY 2029-30, optimize logistics and switch to low-emission vehicles.
- Provide environmental and climate-related training to at least 90% of employees by FY 2029-30.

3. Air Pollution Reduction:

- Conduct training for 95% of employees on pollution prevention practices by FY 2029–30, focusing on best practices for emissions reduction across operational activities.
- Achieve compliance with applicable local and national air quality standards by FY 2029–30 by performing quarterly air quality assessments and adjusting operational processes where necessary.
- Reduce volatile organic compounds (VOCs) emissions by 15% by FY 2029–30 by switching to low-VOC materials in manufacturing and operational processes.
- Implement a smoke-free policy in 80% of company facilities by FY 2029–30, with designated smoking areas located away from operational zones.
- Reduce transportation-related emissions by 10% by FY 2029–30 through route optimization, efficient logistics planning, and adoption of fuel-efficient vehicles.
- Reduce sulphur oxides (SOx) emissions by 10% by FY 2029–30 by installing advanced air-pollution-control technologies and conducting regular emissions monitoring.
- Reduce nitrogen oxides (NOx) emissions by 10% by FY 2029–30 by installing advanced air-pollution-control technologies and conducting regular emissions monitoring.
- Reduce PM2.5 emissions by 10% by FY 2029–30 through improved emission control systems and regular monitoring of operational activities.
- Reduce PM10 emissions by 10% by FY 2029–30 through improved emission control systems and regular monitoring of operational activities.

4. Waste Management:

- Reduce total waste by 15% by FY 2029-30, with implementing waste minimization practices and engage staff in reduction efforts.
- Increase recycling rates by 25% by FY 2029-30, introduce recycling stations and conduct awareness campaigns.



- Conduct annual waste audits to identify improvement areas and engage third-party auditors for comprehensive assessments.
- Train 100% of employees on waste reduction strategies by FY 2029-30 through educational materials and awareness programmes

5. Materials Management:

- Train all employees on safe material handling procedures by FY 2029-30, develop hands-on workshops to reinforce safe practices.
- Conduct an annual review of materials sourcing to ensure sustainability.
- Reduce hazardous material usage by 20% by FY 2029-30, identify substitute safer alternatives and engage suppliers for compliant materials.
- Achieve 100% compliance with hazardous materials handling regulations by FY 2029-30, with implementing regular training and audits for staff.
- Maintain 100% compliance with hazardous materials handling regulations through regular training, monitoring, and internal audits.
- Provide materials handling, usage, and disposal training to at least 100% of relevant employees by FY 2029-30

6. Water Management:

- Conduct quarterly water audits to identify consumption patterns, and engage third-party water management experts for comprehensive reviews.
- Reduce overall water consumption by 10% by FY 2029-30, implement water recycling systems.
- Train 100% of employees on water conservation practices by FY 2029-30
- Reduce water pollution incidents by 5% by FY 2029-30, implement strict monitoring protocols for wastewater discharge.

7. Biodiversity Protection:

- Conduct biodiversity assessments for all operational sites by FY 2029-30, collaborate with environmental specialists for thorough evaluations.
- Integrate biodiversity considerations into all procurement processes by FY 2029-30, ensure suppliers adhere to biodiversity-friendly practices.
- Reduce land disturbance by 15% by FY 2029-30 through careful site planning, engage stakeholders in decision-making processes.
- Implement habitat preservation practices at 40% of sites by FY 2029-30, develop strategies to minimize land disturbance.

8. Consumer Health and Safety:

- Ensure safety testing is conducted for all applicable products in accordance with regulatory and company safety standards.



- Establish an incident reporting system for safety-related issues by FY 2029-30, ensure rapid response and resolution to reported incidents.
- Conduct annual safety audits on products and processes.
- Develop clear labelling and safety instructions for all products by FY 2029-30.
- Increase customer safety satisfaction scores by 20% by FY 2029-30, by Conduct regular customer feedback surveys and implement improvements.
- Percentage of Participit Customer safety training sessions of Customers
- Achieve 100% participation of customers in customer safety training sessions.

9. Environmental Services and Advocacy:

- Participate in at least 5 national or international environmental advocacy discussions or programs.
- Implement employee volunteer programs for local environmental projects and achieve participation from at least 20% of employees by FY 2029-30.
- Implement employee volunteer programs for local environmental projects by FY 2029-30, encourage staff participation in community service.
- Establish partnerships with environmental organizations by FY 2029-30, collaborate on initiatives that promote sustainability.
- Create a corporate social responsibility strategy by FY 2029-30 that includes environmental advocacy components.

10. Compliance with Environmental Legislation:

- Maintain full compliance with all applicable environmental regulations and strengthen internal monitoring systems.
- Conduct biannual compliance reviews to ensure ongoing adherence, utilize third-party auditors for impartial assessments.
- Develop an internal reporting system for environmental compliance by FY 2029-30, ensure timely identification and resolution of compliance issues.
- Train 100% employee on environmental legislation relevant to their roles by FY 2029-30, Provide resources and educational materials.

Roles and Responsibilities:

The Environmental Policy Governance Framework defines clear roles and responsibilities to strengthen accountability in achieving the company's sustainability objectives. A designated team oversees the implementation of this policy, supported by continuous monitoring, employee training, and stakeholder engagement to promote environmental stewardship.



Board of Directors:

- Provide strategic guidance for environmental sustainability and approve long-term environmental objectives aligned with the company's mission.
- Ensure that environmental considerations are integrated into the company's overall corporate strategy and decision-making processes.

Environmental Stewardship Officer:

- Oversee the implementation of the Environmental Policy and ensure compliance with applicable environmental laws and regulations.
- Monitor environmental performance indicators and report progress, risks, and improvement opportunities to senior management.

Environmental Management Committee:

- Support the implementation of environmental initiatives across departments and operational units.
- Coordinate environmental programs, ensure adherence to environmental procedures, and promote sustainable practices within the organization.

All Employees:

- Comply with the Environmental Policy and participate in environmental training and awareness programs.
- Report environmental incidents, risks, or non-compliance issues to the Compliance Manager or designated management representative.

Monitoring and Reporting:

Annual Assessment: The Environmental Compliance Officer or designated management representative conducts an annual evaluation of environmental performance and policy implementation across all departments.

Data Collection: Systems are used to monitor key environmental indicators such as GHG emissions, energy consumption, water use, waste generation, and biodiversity impacts.

Internal Analysis: Environmental performance reports are prepared periodically to evaluate compliance, track progress toward environmental goals, and identify improvement opportunities.



Corrective Measures: Corrective and preventive actions are implemented based on assessment findings, audit results, and stakeholder feedback.

Ongoing Improvement: The company continuously seeks opportunities to improve environmental performance through enhanced operational practices and new technologies.

Policy Revisions: This policy is reviewed and updated annually or when significant regulatory or operational changes occur. Relevant employees will receive communication and training on policy updates.

Continuous Improvement:

We are dedicated to setting the standard in the sourcing and warehousing of high-quality engineering products, with sustainability as a foundational principle. We consistently evaluate and refine our environmental practices, establishing new benchmarks and fostering innovation to create meaningful positive impact.

SDG Alignment:

We are dedicated to advancing the United Nations Sustainable Development Goals (SDGs) through our environmental initiatives. By integrating these goals into our policies, we strive to implement sustainable practices, safeguard natural resources, and promote a healthier planet. We emphasize specific SDGs that steer our commitment to making a positive environmental impact and supporting global sustainability efforts.






Review Mechanism:

This policy will be reviewed annually by the Compliance Manager to ensure it remains effective and aligned with applicable legal and environmental requirements. If there are significant regulatory changes, emerging environmental risks, or updates to the company’s sustainability objectives, the policy may be reviewed earlier as necessary. All revisions will be approved by the President and communicated to relevant stakeholders to ensure proper implementation and compliance.

Policy Revision History:

Revision No.	Date	Description of Change	Reviewed By	Approved By
01	01-01-2024	Initial release	Compliance Manager	Ashok shah - Vice President
02	01-01-2025	Policy reviewed and revised for Roles and Responsibilities, revised Some target etc.	Compliance Manager	Ashok shah - Vice President
03	01-01-2026	Revised and New Some target etc.	Compliance Manager	Ashok shah - Vice President

Approved by: Ashok shah - Vice President	Last Review Date: 01/01/2026	Next Review Date: 01/07/2027
		
Signature:		



Employee Acknowledgement Form of Environmental Policy:

I hereby acknowledge that I have received, read, and understood the Harisons Industrial Products Inc Environmental Policy.

I understand it is my responsibility to follow the environmental principles and practices outlined in the policy, including but not limited to:

- ✓ Complying with all applicable environmental laws and regulations.
- ✓ Reducing waste, emissions, and environmental impact in daily operations.
- ✓ Using resources such as energy and water efficiently.
- ✓ Supporting the company's sustainability goals and environmental programs.
- ✓ Promptly reporting any environmental incidents, hazards, or non-compliance.
- ✓ Participating in environmental training and awareness initiatives provided by the company.

I understand that failure to comply with the Environmental Policy may result in disciplinary action and could have legal consequences in accordance with applicable laws and company procedures.

I also acknowledge that I have a duty to report any violations or environmental concerns in good faith to the appropriate authority within the company without fear of retaliation.

By signing below, I confirm that I have read and understood the Environmental Policy and agree to comply with its requirements in the performance of my duties.

Employee Name: Vikrant Kumar

Department: Production

Signature:

Designation: Production Manager

Date: 07/01/2026