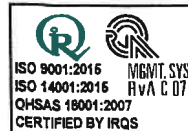


Type of Policy	Date of Adoption	Last date of Amendment	Approved by
Sustainability Policy	07.06.2021	-	Board of Directors



Marine Electricals (India) Limited

B-1, Udyog Sadan-3, MIDC, Andheri (E), Mumbai-93, INDIA, Tel.: 91-22-40334300 Fax: 91-22-28364045 E-mail : info@marineelectricals.com
Website : www.marineelectricals.com CIN : L31907MH2007PLC176443 (Formerly known as Marine Electricals (I) Pvt. Ltd.)



SUSTAINABILITY POLICY

Mission:

Technology has become such an intrinsic part of our society that imagining our society without it is impossible. Technology offers solutions for society's fundamental problems in the fields of energy and environment. Marine Electricals (India) Limited develops integrated technological solutions that contribute towards a sustainable and liveable society.

Marine Electricals (India) Limited achieves added value for its customers through knowledge of their processes and an understanding of the technical needs within the sectors in which they operate. Customers can concentrate on their core activities; Marine Electricals (India) Limited takes full (result) responsibility for the technology infrastructure and guarantees the technological performance throughout the exploitation phase. This is how co-operation and process innovation result in the creation of value and an lower total cost of ownership.

Technology that works Naturally, technological solutions must first and foremost work and deliver measurable results. Our expertise stretches back over more than 35 years. We have been front runner in many innovations, our professionals work on this, with passion for technology and customer focus.

Scope of the policy:

This policy shall be applicable to all the levels of organisations across Marine Electricals (India) Limited and its subsidiaries. It shall also cover all our associates, vendors, contractors and partners across all our locations. The policy shall be effective from 7th June, 2021.

Policy Statement:

Marine Electricals (India) Limited is committed to conduct its business in an ethical and transparent manner throughout its geographical locations, in compliance with the highest principles of governance. Its associates contribute in creating a culture that is inclusive, innovative and diverse which enables us to create value for our investors and customers while, uplifting the lives of community, vendors, and contractors. Environmental, Social, and Governance (ESG) risks and opportunities are assessed and monitored regularly.

Sustainable Offices:

We strive to create a safe, nurturing, and inspiring workplace environment for all our employees and other stakeholders. The commitments to our associates are as follows:

- Safeguarding health and safety of our stakeholders is priority at Marine Electricals(India) Limited . We aim to conduct all our operations in a manner that ensures the safety of our employees, consumers, vendors, contractors, visitors, and all other stakeholders.
- Marine Electricals(India) Limited is an equal opportunity employer and doesn't discriminate based on race, religion, caste, gender, age, disability, HIV/AIDS, and any other Characteristics. We endeavour to continuously review and update the relevant HR policies.
- We also strive to upgrade the skills of all our employees through training programs, various year-long engagements and communications.
- We endeavour to make all our office operations single use plastic free and sustainable with respect to energy usage, paper usage and water management. We have defined policies in place to guide employee actions at our offices across functions.



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Sustainable Sites:

We strive towards sustainable construction by leveraging our integrated management system, to ensure:

Resource conservation - through conscious use of materials, energy efficiency and clean energy, water and proper waste management - with the long-term goal of making our sites zero waste to landfill, and carbon neutral by 2040.

Climate change abatement and pollution mitigation - through various measures to adopt low carbon techniques and prevent pollution and protect community and site workers.

Biodiversity conservation - to expand our footprint in synergy with the ecological footprint.

Contractual worker welfare - through various site programs that focus on health and safety, skills, and recreational activities.

Sustainable supply chain - through training programs for the vendors/suppliers on sustainability; building stringent pre-qualification criteria and integrating sustainability in general contractual conditions.

Sustainable technology - We are committed to the adoption of state-of-the art technologies in the sector, to ensure sustainable operations of our project sites.

Compliance - We encourage our contractors, vendors, suppliers, service providers, and transporter to ensure compliance with applicable legal and other requirements that have a significant impact on health, safety and environment.

Sustainable Communities:

Marine Electricals (India) Limited is committed to creating sustainable communities by driving positive change in the neighbourhoods around our development. Through our CSR interventions, we engage with our surrounding communities to identify their needs and provide them with the required support in terms of health, education, and skill building. We also endeavour to promote the sustainability agenda within the industry and amidst stakeholders through advocacy, thought leadership, and research initiatives.

The Policy will be reviewed annually and amended where appropriate. Any modifications/ changes to this Policy shall be made only with the approval of the Board of Directors of Marine Electricals (India) Limited.

For Marine Electricals (India) Limited

Venkatesh Uchil
Managing Director
DIN:- 01282671



Date: 7th June, 2021
Place: Mumbai