

# Sustainability Council

## Objective & Purpose

The main objective and purpose behind the formation of Sustainability Council is to ensure that the concept of sustainability gets truly embedded in the overall corporate strategy and culture of the organization. The Council would channelize and coordinate the sustainability factors into business decisions, planning, and control.



## Composition of Council

The Council constitutes of following members:

Chairman	-	Chief Executive Officer
Secretary / Member	-	GM(IMS)
Members	-	All ExCom Members

## Scope

The Council's scope includes development, implementation, and monitoring the performance of the organization in terms of sustainable development practices encompassing all stakeholders throughout the value chain.

## Key Responsibilities of the Sustainability Council:

- ✓ To identify priority material issues across our value chain.
- ✓ To identify key stakeholders, determine approach and frequency of engagement, and the mechanism to address issues and concerns raised by the stakeholders
- ✓ To define and establish Sustainability targets, key performance indicators (KPIs) in alignment with the prioritized material issues, for the financial year under review and measurement matrices for the next 3-5 years.
- ✓ To review and monitor organizational performance against the agreed sustainability KPIs and targets at regular intervals
- ✓ To channelize, coordinate, and communicate strategies to all stakeholders including all levels of employees related to the Company's sustainable practices.
- ✓ To foster a conducive environment for introducing tools and technologies to reinforce the concept of Sustainability within the organization.



Keeping the above perspective into consideration, the Management has established Sustainability Council (comprising of senior Management team) from the current FY 2021-22 to assist the Board of Directors in fulfilling its responsibility to keep its stakeholders abreast in context to the creation of Sustainability framework and implementation of the best sustainability practices of the organization.

The first meeting of the Council was held on August,11,2021 that was chaired by the CEO.

Performance against the Sustainability Objectives of the last FY2020-21 was analyzed in depth. All variances against the set targets were reviewed. For unfavorable variances, justification/rationale shared by the concerned departmental heads were deliberated and targets for the current FY2021-22 were also discussed and finalized.