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## Sustainability Policy

Thermax is committed to conduct business sustainably by integrating environmental, social, and ethical principles into its operations. Thermax promotes sustainability in all aspects of its business practices.

With a comprehensive scope, this policy applies to all areas of the operations of Thermax and promotes sustainable practices throughout the value chain.

Thermax is committed to:

- Ethical and Transparent Business Practices:** Thermax conducts business in an ethical and transparent manner that respects the rights and dignity of all people.
- Environmental Impact Reduction:** Thermax strives to reduce its environmental impact and carbon footprint by adopting sustainable practices such as waste reduction, energy conservation, and resource optimisation.
- Sustainable Products and Services:** Thermax provides safe, sustainable, and innovative products and services that meet customer needs while minimising environmental impact.
- Employee Safety and Well-being:** Thermax prioritises employee safety, well-being, and growth by providing a safe and healthy work environment. Thermax is committed to promote diversity, inclusion, and fair remuneration, benefits, and growth opportunities to all employees.
- Governance and Supply Chain Sustainability:** Thermax demonstrates good governance by incorporating sustainability principles in supply chain and decision-making processes. Thermax works with suppliers to ensure that they adhere to sustainable practices.
- Advocacy and Thought Leadership:** Thermax advocates responsible business policies through industry and social platforms, engages stakeholders and participates in forums for sustainability.
- Community Engagement:** Thermax partners with government and civil society to improve the lives of marginalised communities and promote sustainable practices for the betterment of society.
- Continual Improvement:** Thermax values customer feedback and creates innovative solutions that meet their needs while promoting sustainability.
- Stakeholder Engagement:** Thermax values stakeholder concerns, engages with them, and resolves them through effective & transparent communication and other modes.

Thermax integrates sustainability into its business philosophy. We continually improve our sustainability practices and report our progress annually to stakeholders.