

Sustainability Policy

TRL Krosaki Refractories Limited ("TRLK") is committed to embed social responsibility, environmental stewardship, and ethical sustainability into its operations and creating long-term value for stakeholders and empowering communities, with its core values and interactions with customers, employees, suppliers, shareholders and society at large. In alignment with global standards and best practices, TRLK has adopted a Social Accountability Policy and holds certification in SA 8000:2014 for Social Accountability, ISO 9001:2015 for Quality Management, ISO 14001:2015 for Environmental Management and ISO 45001:2018 for Occupational Health and Safety Management. This Policy is endorsed by the senior management of TRL Krosaki Refractories Limited ("TRLK") and aligned with United Nations Sustainable Development Goals (UN SDGs), the UN Global Compact Ten Principles, the Task Force on Climate-related Financial Disclosures (TCFD), the Global Reporting Initiative (GRI) Standards and the Business Responsibility and Sustainability Reporting (BRSR) framework of SEBI.

Scope

This policy applies to all TRLK employees and operations under TRLK's operational control. It also applies to contractors working at TRLK sites and to suppliers/service providers to the extent defined in TRLK's supplier requirements, contracts and procurement processes.

Our Commitments

Environment

- Organization shall implement & adopt practice for GHG emission reduction by optimizing energy efficiency, use of clean energy, upgrade production process and encourage use of renewable energy across value chain.
- Maintain "Zero Liquid Discharge", driven by the Environment Management System by 100% water recycle, reduce use of freshwater and support in ecological balance.
- Promote research and innovation, while advancing the adoption of cutting-edge technologies, green infrastructure and clean energy solutions.
- Integrate circular economy principles, increase the use of green material and focus on recycling, reuse and responsible disposal practices to drive sustainable growth.

Social

- Engage with local communities around its operations to improve quality of life through initiatives in education, employability, health, sustainable livelihoods, drinking water and infrastructure development, aligned with community needs.

- Support the preservation and promotion of indigenous cultures and values.
- Uphold equality, diversity, inclusion and ensure respect, non-discriminatory practices and equal opportunities, including specially-abled individuals.
- Achieve 10% of women participation in total work force by 2030.
- Uphold a 'zero-incident' target, aim to eliminate workplace accidents and safety breaches across all operations.
- Prioritize health and well-being of employees by fostering supportive environment for physical, mental and emotional wellness.

Governance

- Uphold integrity, respect, excellence, collaboration and responsibility by acting with honesty, fairness, and transparency, valuing diversity, pursuing high standards, working together to solve problems, and holding ourselves accountable
- Identify sustainability-related issues as part of risk identification process and adopt appropriate strategy to mitigate these risks effectively.
- Continuously engage with employees, supply chain partners and other stakeholders to raise sustainability awareness, identify opportunities and encourage the adoption of sustainable practices.
- Conduct periodic materiality assessment to identify and prioritize most significant environmental, social and governance (ESG) issues to our business and stakeholders and embed these priorities into our core business strategy, risk management and capital allocation.
- Establish, monitor and publicly disclose time-bound ESG targets and key performance indicators, including greenhouse gas emissions (Scope 1, 2 and Scope 3), water consumption, energy consumption, waste, diversity, safety, and supplier performance.
- Conduct climate scenario analysis and disclose climate-related risks, opportunities, and transition plans in line with TCFD (Task Force on Climate related Financial Disclosures) recommendations by 2030.
- Engage proactively and transparently with employees, customers, suppliers, investors, regulators and local communities, and disclose ESG performance annually through Sustainability report available on the Company's website.

- Uphold the highest standards of business ethics, anti-bribery and anti-corruption practices, and responsible governance across all operations and the value chain.

Governance Mechanism:

The Divisional Head – Sustainability is responsible for implementing and monitoring this Policy, driving continuous improvement, designing and executing measures to identify & mitigate risks within their area of responsibility. Progress on key matters and performance updates will be reported periodically to the Management.

Review & Amendment:

The Management shall review the policy on, three-year basis and update as per requirement due to changes in law and regulation or any other urgent market conditions and revise the same, to keep the policy updated with necessary legal and internal changes. This Policy shall be made publicly available on the Company's website.

This Policy shall be effective from **1st June 2026**.



(P. K. Naik)
Managing Director