RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY

DEEPAK NITRITE
RESPONSIBLE CHEMISTRY

Sustainability Governance Framework

1. Purpose

To establish a robust governance structure that integrates sustainability into the core of Deepak Nitrite's business strategy, operations, and culture. The framework ensures accountability, transparency, and continuous improvement in line with global ESG standards, stakeholder expectations, and Responsible Care commitments.

2. Governance Structure

A. Board of Directors

- **Oversight Role**
  - Approves overall sustainability strategy, policies, and targets.
  - Reviews sustainability performance as part of board agenda at least quarterly.
  - Ensures alignment with long-term business strategy, stakeholder expectations, and global ESG standards.
- **Board Sustainability Committee**
  - Chaired by an Independent Director.
  - Provides focused oversight on climate, environment, social responsibility, safety, and governance.
  - Recommends sustainability-linked investments and monitors progress towards targets.

B. Executive Leadership (CEO & Managing Director)

- Accountable for embedding sustainability across business functions.
- Champions culture of sustainability and responsible care.
- Ensures integration of sustainability into risk management and business decisions.

C. Head – Sustainability

- Reports directly to CMO.
- Leads the Sustainability Strategy & Roadmap.
- Coordinates cross-functional teams (EHS, HR, R&D, Supply Chain, Corporate Affairs, Finance).
- Oversees ESG disclosures, ratings (DJSI, Ecovadis, GRI, CDP), and stakeholder engagement.

E. Functional Sustainability Champions

- Each plant/business unit designates a Sustainability Champion / SPOC.
- Responsible for local implementation of sustainability goals and reporting.
- Act as a bridge between ground operations and central Sustainability Council.

3. Policies & Guiding Principles

- **Environmental Stewardship** – Environment Policy, Energy Management & Plant Efficiency, Energy Conservation, Compensation for Environmental Management.
- **Social Responsibility** –Health & Safety Policy, Employee Wellbeing, DEI and Community Development.
- **Ethical Governance** – Transparency, anti-corruption, compliance with laws & Responsible Care®.
- **Sustainable Supply Chain** – Adherence to ISO 20400, supplier ESG assessment, ethical sourcing.

4. Reporting & Accountability

- **Internal Reporting:**
  - Half Yearly updates to Board Sustainability Committee.
- **External Reporting:**
  - Annual Sustainability/ESG Report aligned to GRI, SASB, and BRSR.
  - Disclosures to CDP (Climate, Water), Ecovadis, DJSI, UNGC Communication on Progress.
- **Performance Linkage:**
  - Sustainability KPIs embedded into leadership scorecards.
  - Link KRA with to sustainability and safety performance.

5. Stakeholder Engagement

- Regular dialogues with investors, regulators, customers, employees, communities, and suppliers.
- Materiality assessment conducted every 3 years to refresh sustainability priorities.
- Grievance redressal mechanisms for employees and supply chain partners.

6. Continuous Improvement & Assurance

- Assurance of ESG performance and disclosures.
- Benchmarking with global peers and industry leaders.
- Participation in industry platforms (CII & ICC).

7. Governance Flow

Board Sustainability Committee → Sustainability Head → Plant/Function Champions/SPOC → Execution Teams

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Through this structured Sustainability Management framework, Deepak Nitrite Limited reinforces its commitment to responsible care, sustainability, and operational excellence. Every plant, every process, and every employee shall contribute towards Sustainability and supporting India's low-carbon growth vision.

CEO & Executive Director
September 1, 2025