



## ENDORSEMENT OF CSR PRINCIPLES

Nakoda Chemicals Limited (NCL) manufactures and supplies quality Active Pharmaceutical Ingredients (APIs), Intermediates and Speciality Custom Synthesis Molecules and Products.

NCL is a customer-focused, innovation-led, quality-oriented, and ESG-focused enterprise in the markets we serve.

NCL is committed to integrate the requirements of applicable National Regulations, UNGC Principles, Sustainable Development Goals and PSCI Principles in the business processes by adopting a systematic approach to contribute for the Environmental & Social Pillars of Sustainability.

NCL's endorsement of CSR Principles is implemented through the following:

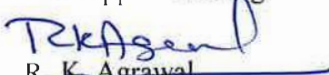
### 1. Commitments:

- a) **Compliance:** Meet legal compliance requirements and other requirements like UNGC Principles, PSCI Principles, Science Based Target initiative (SBTi), Responsible Care Global Charter (RCGC), AMR Industry Alliance, as applicable.
- b) **Labour & Human Rights:** Uphold the human rights of employees and treat them with dignity and respect.
- c) **Anti-Corruption & Ethics:** Conduct the business in an ethical manner and act with integrity.
- d) **Environmental Sustainability:** Operate in an environmentally responsible manner to minimize adverse impacts on the environment, minimise GHG emissions and mitigate climate change.
- e) **Occupational Health & Safety:** Provide a safe and healthy working environment for employees, contractors, sub-contractors, neighbouring communities, and visitors including regulators and customers.
- f) **Sustainable Procurement:** Adopt and integrate sustainable procurement principles into the procurement processes to meet the requirements of the company and relevant stakeholders.
- g) **CSR Management Systems:** Facilitate continual improvement and compliance with National Regulations, and other requirements by implementing CSR management systems.

### 2. Objectives, Targets & Governance:

- a) Set and achieve CSR Objectives & KPIs to contribute for the Environmental & Social Pillars of Sustainability and advance the broader development goals of our Country and the United Nations, particularly the Sustainable Development Goals.
- b) Periodically monitor, audit, and review implementation of the relevant management programs taking into consideration changes in legislation, principles, and any other applicable requirements for continual improvement of CSR related risks, opportunities, management systems and performances.

We believe that the Endorsement of CSR Principles and their implementation in our operations and supply chain will support meeting the ESG expectations of our valued stakeholders.

  
R. K. Agrawal  
Managing Director

01-April-2023

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