ENVIRONMENTAL POLICY

3xper Innoventure Limited

Effective Date: 01/01/2024 **Next Review Date: 31/12/2025**

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1. Introduction

3xper Innoventure Ltd is committed to environmental sustainability through responsible resource management, pollution prevention, and sustainable innovation. This policy outlines a structured approach to minimizing environmental impact and driving continuous improvements in sustainability performance while ensuring compliance with all applicable environmental regulations.

2. Scope

This policy applies to all employees, workers, contractors, and third-party associates involved in research, development, and manufacturing operations at 3xper Innoventure Ltd's facilities. It governs all aspects of environmental management, including energy use, emissions reduction, water management, waste reduction, and product sustainability. This policy applies to the following locations:

3xper Innoventure Ltd (Corporate)	4th Floor, C54-55 & Super B-4, Chola Crest Thiru-Vi-Ka Industrial Estate, Guindy 600032 Chennai, India
R&D	Ticel Bio Park (Phase-2), 7th floor Taramani, Chennai-600113, Tamil Nadu, India
Manufacturing	Plot No. 53 part, 54 & 55 Palchur Village, Naidupeta SEZ, Tirupati, Andhra Pradesh- 524 421, India
USA Office	#255, Main Street, STE 200 Cambridge, MA 02142-1029, USA

3. Policy Statement

Environmental responsibility is integrated into all operations with measurable targets and sustainable practices. 2023 is established as the baseline year, with 2030 as the target year, to achieve significant improvements in energy efficiency, emissions reduction, waste management, and product sustainability. All activities align with international environmental standards and broader sustainability objectives.

4. Key Focus Areas and Commitments

1. Energy Usage & Greenhouse Gas (GHG) Impact

Reducing energy consumption and greenhouse gas emissions through efficient operations and the adoption of renewable energy sources, achieving a 20% reduction in total energy consumption per unit of production and a 40% increase in renewable energy usage by 2030, compared to 2023 levels. Additionally, cutting Scope 1 and Scope 2 emissions by 30% through operational efficiency and cleaner energy sources and reducing logistics-related emissions by 25% by transitioning to low-carbon transport solutions.

2. Water Management

Reducing water consumption through efficiency measures, wastewater recycling, and rainwater harvesting, achieving a 20% reduction in total water use and 100% wastewater recycling by 2030, compared to 2023 levels. Ensuring compliance with strict water discharge regulations and eliminating industrial water pollution from operational processes.

3. Biodiversity and Animal Welfare

Protecting biodiversity and maintaining responsible land-use practices by ensuring zero deforestation in operational expansions and reducing ecological disturbances by 30% by 2030, from 2023 levels. Implementing at least three wildlife conservation projects in high-impact areas and eliminating practices harmful to ecosystems.

4. Non-GHG Air and Atmospheric Pollutants

Reducing non-GHG air pollutants such as SOx, NOx, VOCs, PM, and dust through process optimization and emission control technologies, achieving a 25% reduction in total non-GHG emissions and a 20% reduction in industrial noise pollution by 2030, compared to 2023 levels. Additionally, minimizing light pollution by 25% and reducing road congestion by implementing traffic management and operational adjustments.

5. Waste Management and Hazardous Materials

Decreasing hazardous and non-hazardous waste generation through enhanced recycling, waste segregation, and material efficiency, achieving a 30% reduction in landfill waste and a 40% increase in material recovery and reuse by 2030, compared to 2023 levels. Ensuring 100% compliance with hazardous waste disposal regulations and promoting circular economy principles.

6. Product Environmental Impact

Enhancing the sustainability of products by increasing the use of eco-friendly materials, achieving a 40% shift towards sustainable raw materials and a 25% reduction in product carbon footprint by 2030, compared to 2023 levels. Launching at least three new sustainable product lines to minimize environmental impact.

7. Product End-of-Life Management

Improving product end-of-life sustainability by ensuring 60% of products are recyclable or biodegradable and increasing consumer participation in recycling programs by 50% by 2030, compared to 2023 levels. Establishing at least five take-back programs and responsible disposal initiatives to support a circular economy.

8. Customer Health & Safety

Ensuring 100% compliance with international safety standards and reducing hazardous chemicals in products by 25% by 2030, compared to 2023 levels. Conducting mandatory product safety audits for 100% of the product portfolio annually and strengthening transparency on product safety and environmental impact.

9. Environmental Services and Advocacy

Supporting clients in lowering their environmental footprint by providing sustainable alternatives, environmental consulting, and product life-cycle assessments, engaging at least 40% of clients in sustainability initiatives and conducting life-cycle assessments for 100% of new product developments by 2030. Increasing client adoption of low-carbon product alternatives by 30% through advocacy and education initiatives.

10. Sustainable Packaging

Reducing the environmental impact of packaging by ensuring 50% of packaging materials are recyclable, biodegradable, or reusable by 2030, compared to 2023 levels. Cutting overall packaging waste by 30% by 2030, from 2023 levels, through material efficiency and redesign initiatives.

11. Sustainable Procurement

Ensuring 60% of suppliers comply with environmental and social sustainability standards by 2030, compared to 2023 levels. Increasing procurement of sustainable raw materials by 40% by 2030, from 2023 levels, by partnering with certified eco-friendly suppliers.

12. Energy Efficiency in Operations

Enhancing process efficiency and upgrading technology to achieve a 25% reduction in energy intensity per unit of production by 2030, compared to 2023 levels. Implementing smart energy management systems across 100% of manufacturing sites by 2030, from a 2023 baseline.

13. Circular Economy Initiatives

Developing closed-loop systems by ensuring 40% of industrial waste is repurposed or reused by 2030, compared to 2023 levels. Expanding partnerships with waste-to-resource initiatives, increasing material recovery rates by 35% by 2030, from 2023 levels.

14. Sustainable Transportation

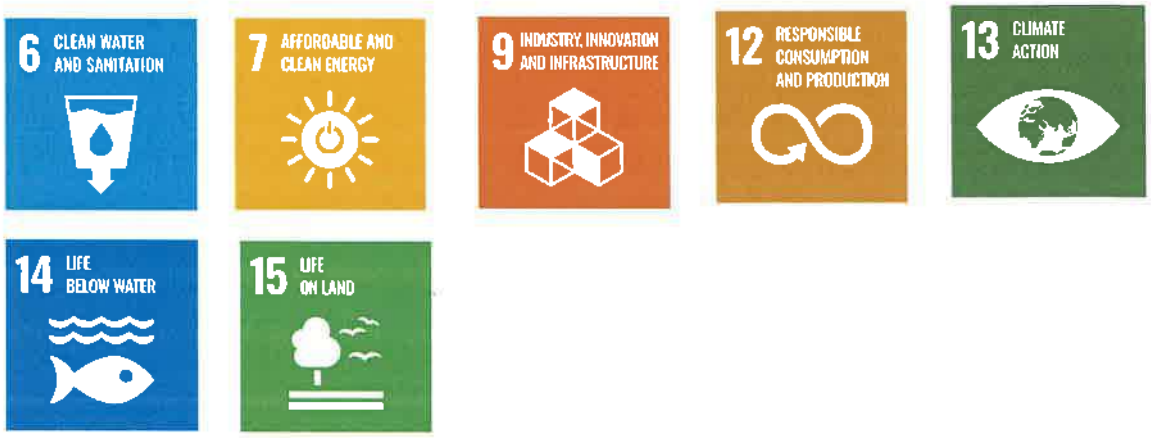
Reducing the carbon footprint of logistics by shifting 20% of transport operations to low-carbon alternatives such as electric or biofuel-powered vehicles by 2030, compared to 2023 levels. Optimizing delivery routes and load efficiency to cut overall transportation emissions by 20% by 2030, from 2023 levels.

15. Employee Engagement in Sustainability

Training 100% of employees on sustainability best practices by 2030, from a 2023 baseline. Encouraging workforce participation in green initiatives, achieving a 40% increase in employee-led sustainability projects by 2030, compared to 2023 levels.

5. SDGs Covered

This Policy aligns with:



6. Responsibility

The implementation and success of this Environmental Policy require commitment from all levels of the organization. The key responsibilities are as follows:

Chief Sustainability Officer (CSO): Oversees the overall implementation of the environmental policy and ensures alignment with corporate sustainability goals.
Head of Sustainability & Compliance: Develops, monitors, and updates environmental policies, ensuring targets are met through continuous improvement and stakeholder engagement.
Facility Managers: Implement energy, waste, and emissions reduction programs at individual sites and ensure adherence to environmental standards.
Environment, Health and Safety (EHS) Manager: Ensures that workplace environmental hazards are minimized and oversees regulatory compliance.

Governance Mechanism

To ensure the effective implementation and accountability of this policy, the following governance structure is in place:

- **Environmental Committee:** Comprising senior management, sustainability officers, and EHS representatives, this committee meets quarterly to review policy progress, address challenges, and approve necessary updates.
- **Internal Audits and Reporting:** Regular internal environmental audits will be conducted to assess compliance with policy objectives and regulatory requirements. Audit findings will be documented and presented to the Oversight Committee.
- **Stakeholder Engagement:** Engagement with external stakeholders, including suppliers, regulatory bodies, and industry peers, to align sustainability efforts and ensure adherence to best practices.
- **Performance Monitoring:** Establishment of key performance indicators (KPIs) to track progress toward environmental targets. An annual sustainability report will be published to communicate achievements and areas for improvement.

Measures for Policy Violation

To ensure strict adherence to this policy, the following measures will be implemented in case of violations:

- **Investigation and Corrective Actions:** Any suspected violation will be thoroughly investigated by the Sustainability & Compliance team. Corrective actions will be mandated to rectify non-compliance.
- **Training and Awareness Programs:** Employees found in non-compliance may be required to undergo additional environmental training to reinforce policy understanding and best practices.
- **Disciplinary Actions:** Repeated or severe violations of this policy may result in disciplinary actions, including formal warnings, suspension, or termination of employment, depending on the severity of the breach.
- **Supplier and Contractor Compliance:** Third-party associates, suppliers, or contractors failing to comply with this policy will be subject to contract reviews, penalties, or termination of business relationships.

Do's:

- ✓ Adhere to all environmental guidelines and best practices.
- ✓ Report any environmental hazards or violations promptly.
- ✓ Participate in environmental training programs.
- ✓ Implement waste reduction, energy conservation, and pollution control measures.
- ✓ Engage in sustainability initiatives and contribute to continuous improvement efforts.

Don'ts:

- × Dispose of hazardous materials improperly.
- × Ignore environmental safety regulations and compliance requirements.
- × Bypass established waste management protocols.
- × Engage in activities that contribute to pollution or resource wastage.
- × Withhold information about potential environmental risks or violations.

By integrating these governance mechanisms and enforcement measures, 3xper Innoventure Ltd ensures a robust framework for environmental responsibility, continuous improvement, and regulatory compliance.

7. Review mechanism

This policy will be annually reviewed by the Sustainability Officer to assess progress against targets, incorporate emerging sustainability trends, and ensure continued alignment with regulatory requirements. Updating and revising the policy as necessary to enhance its effectiveness.

Rev No.	Effective Date	Last Review Date	Next Review Date	Section Updated	Description of Changes	Reviewed By	Approved By
0	01/01/2024	01/01/2025	31/12/2025	Initial Release	First version of the Environmental Policy	Compliance Officer	Sustainability Officer
1.0	01/01/2025	01/01/2025	31/12/2025	Review Mechanism	Updated governance structure and compliance measures	Compliance Officer	Sustainability Officer

Last Review Date: 01/01/2025

Next Review Date: 31/12/2025

Approved By: BALAJI ABRAHAM

Designation: SUSTAINABILITY OFFICER

Signature:

Acknowledgement

I, HEMALATHA K, acknowledge that I have read, understood, and agree to adhere to 3xper Innoventure Ltd. Environmental Policy. I recognize the importance of my role in supporting the company's commitment to environmental sustainability and am committed to actively contributing to the implementation of this policy. I will integrate sustainable practices into my daily work, comply with all relevant environmental regulations and company policies, and support continuous improvement in environmental performance.

I understand that my commitment is essential to achieving the company's environmental objectives and fostering a culture of sustainability and responsibility. I am dedicated to contributing to our shared vision of environmental stewardship and ensuring the protection of natural resources for future generations.

Employee Name: HEMALATHA K

Employee Signature: K. Hemalatha

Date: 03-01-2025