YAPP INDIA AUTOMOTIVE SYSTEMS PRIVATE LIMITED

LOCATIONS COVERED

Pune plant:	Chennai plant:	Nashik plant:
Plot No. A-3/A, MIDC Chakan Phase II, Village Khalumbre, Taluka Khed, District Pune - 410501. Maharashtra, India.	Ford New Supplier Park, Melrosapuram, Chittamannur Village, S.P.Koil Post, Chengalpattu Taluk, Kancheepuram District - 603204. Tamilnadu, India.	C S 4264, Gat No 243/2, Trimbak road, Chandrama Garden, Near Amrut Garden, Pimpalgaon bahula, Sharmik Nagar, Nashik, Maharashtra - 422012. India.

ESG - Sustainability Management System Policy Manual

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YAPP INDIA AUTOMOTIVE SYSTEMS PVT. LTD.

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AMENDMENT SHEET

DATE	ISSUE NO	REV NO	REASON	REMARKS
06th April, 2024	01	00	Initial Issue	-
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1. Respecting Stakeholder Rights Policy

YAPP INDIA/SMS/POLICY- 01

1.0 Purpose

The purpose of this policy is to uphold and protect the human rights of all external stakeholders, including customers, suppliers, and communities impacted by YAPP INDIA's operations. We are committed to preventing adverse human rights impacts, ensuring the safety, dignity, and wellbeing of all stakeholders, and aligning our operations with international human rights standards and ESG principles.

2.0 Scope of Application

This policy applies to customers, end-users, suppliers, contractors, and communities affected by YAPP INDIA's operations. It covers all business areas, including manufacturing facilities, supply chain, logistics, and distribution channels. The geographical scope includes operations across India, aligned with international best practices and the global footprint of clients and partners.

3.0 Governance

The Board of Directors oversees compliance with human rights policies, ensuring alignment with corporate and ESG objectives. The ESG Committee and Compliance Officers are responsible for implementing, monitoring, and reporting on adherence. Risk assessments and mitigation plans will be conducted and reviewed quarterly to ensure continuous improvement and accountability.

4.0 Definition of Terms

- **External Stakeholders:** Individuals or groups affected by the company's operations outside of the organization.
- **Human Rights:** Rights recognized under international law, including the Universal Declaration of Human Rights.
- **Customer Health and Safety:** Measures to prevent harm to end-users from products or services.

5.0 Roles and Responsibilities

- **Management:** Ensure adherence to human rights standards, allocate resources, and conduct risk assessments.
- **ESG & Compliance Teams:** Monitor human rights performance, report breaches, and recommend corrective actions.
- **Employees:** Report any potential human rights risks impacting external stakeholders.
- **Suppliers/Contractors:** Comply with YAPP INDIA's human rights requirements.

6.0 Respecting Stakeholder Rights Policy

6.1 Injury Prevention Measures

YAPP INDIA ensures all fuel tank systems and components undergo rigorous quality control and safety testing prior to delivery. Non-conforming products are immediately rejected, and corrective actions are implemented to prevent recurrence. Robust design, assembly, and inspection protocols are maintained throughout production to mitigate risks. Continuous improvement practices and feedback loops from customers and internal audits are used to enhance product safety. The company fosters a culture of accountability and proactive risk management, ensuring that every product leaving the facility meets stringent safety standards, minimizing the risk of injury to end-users and maintaining customer trust.

6.2 Safe Product Handling

YAPP INDIA designs products to minimize potential chemical exposure risks for customers and end-users. All materials are assessed for toxicity, and products comply with relevant national and international chemical safety standards. Safety data sheets and handling guidelines are provided to customers to ensure informed and safe use. Suppliers are monitored to guarantee compliance with material specifications. Products are regularly reviewed for improvements and safer alternatives, ensuring continuous risk reduction. Through adherence to strict material selection and communication protocols, YAPP INDIA mitigates chemical exposure hazards, promotes responsible product use, and demonstrates its commitment to protecting both users and the environment.

6.3 Explosion Risk Management

YAPP INDIA manufactures fuel tank components with stringent safeguards to prevent leaks, overheating, and ignition hazards. Design improvements, materials selection, and assembly procedures are continually evaluated to minimize risk. Employees and customers receive guidance on safe handling, installation, and operation. Risk assessments and quality audits are performed regularly to maintain compliance with national and international safety standards. By integrating rigorous preventive measures and testing protocols, YAPP INDIA ensures its products deliver high reliability and safety, protecting users and reducing the likelihood of fire or explosion incidents.

6.4 Workplace Safety Assurance

YAPP INDIA emphasizes precise assembly, functional testing, and quality assurance to prevent mechanical failures that could cause injury to users. All components are inspected to confirm compliance with design specifications and safety requirements. Customers (OEM's) are educated on proper installation, operation, and maintenance to reduce risks of misuse or malfunction. Feedback mechanisms help capture incidents and inform continuous improvement in product design and testing procedures.

Preventive maintenance, staff training, and supplier oversight ensure consistent safety across production and delivery. By prioritizing functional reliability, YAPP INDIA minimizes potential injuries, enhances user confidence, and upholds its commitment to delivering safe, high-quality products.

6.5 Hazardous Waste Control

YAPP INDIA ensures that products are designed to facilitate safe disposal or recycling at the end of their lifecycle. Customers are provided with clear instructions on proper disposal methods to prevent environmental contamination or health hazards. Materials selection, packaging, and recycling programs are aligned with regulatory requirements and international standards. The company monitors and updates disposal guidelines as needed, ensuring environmental stewardship. Waste reduction initiatives and product design improvements minimize the ecological footprint. By promoting responsible product disposal practices, YAPP INDIA protects communities, reduces potential health risks, and supports sustainable operations while fostering awareness and compliance among customers and partners.

6.6 Regulatory Compliance Measures

All YAPP INDIA products comply with relevant national and international safety standards, including ISO, BIS, and automotive safety requirements. Compliance is monitored throughout design, manufacturing, and distribution to ensure adherence across the supply chain. Supplier materials and components are assessed to maintain quality and regulatory alignment. Internal audits, inspections, and corrective actions are conducted regularly to identify gaps and implement improvements. Employees and contractors are trained to uphold safety standards in production processes. By enforcing rigorous compliance measures, YAPP INDIA ensures its products meet established benchmarks, mitigate risk to end-users, and demonstrate the company’s commitment to safe and responsible product delivery.

6.7 Product Traceability

YAPP INDIA implements robust product traceability systems to enable tracking of components from production to delivery. This allows quick identification of defective batches, facilitates timely recalls, and minimizes risks to customers and end-users. Traceability data includes production details, supplier information, and distribution channels. Records are securely maintained and regularly reviewed for accuracy and completeness. Traceability enhances accountability across the supply chain and supports regulatory compliance. In the event of safety concerns, this system allows efficient investigation and corrective measures. By maintaining full product traceability, YAPP INDIA ensures customer safety, strengthens trust, and upholds its commitment to transparent, responsible manufacturing practices.

6.8 Instruction Compliance Program

YAPP INDIA provides comprehensive safety instructions, warnings, and user manuals with all products to ensure proper handling, installation, and operation. Customers receive education on risks, precautions, and maintenance practices through documentation, training sessions, and engagement campaigns. Instructions are clear, standardized, and updated regularly to reflect design changes and safety improvements. Customer feedback informs revisions and ensures clarity. By emphasizing proactive communication and education, YAPP INDIA mitigates misuse, prevents accidents, and promotes informed product use. This approach strengthens user confidence, reduces liability, and reinforces the company's commitment to safety, quality, and responsible delivery of fuel tank systems and automotive components.

6.9 Supply Risk Mitigation

YAPP INDIA ensures that all suppliers comply with stringent safety and human rights standards. Suppliers are audited regularly, and only certified partners are engaged. Corrective actions are enforced for deviations, ensuring components meet quality and safety requirements. Supplier training and awareness programs reinforce compliance with operational, ethical, and regulatory expectations. Risk assessments evaluate supplier performance and potential impacts on product safety. Close collaboration, monitoring, and accountability mechanisms reduce risks of defective or unsafe materials entering production. By maintaining a resilient and responsible supply chain, YAPP INDIA ensures the safety of its products, protects end-users, and upholds its commitment to ethical and compliant sourcing practices.

6.10 Logistics Safety Protocols

YAPP INDIA implements strict protocols for safe packaging, handling, and transportation of products to prevent accidents, spillage, or damage during delivery. Packaging is designed to withstand operational stress, and trained personnel follow standardized handling procedures. Logistics partners are monitored to ensure compliance with safety requirements. Emergency procedures and contingency plans are in place to address incidents during transit. Regular audits and reviews enhance transportation safety and reduce operational risks. By integrating robust handling and logistics practices, YAPP INDIA ensures the integrity of products during delivery, protects employees and customers, and maintains the reliability and safety of its supply chain operations.

6.11 Information Security Program

YAPP INDIA is committed to safeguarding customer data collected during product registration, support, or service interactions. Robust cybersecurity measures prevent unauthorized access, data breaches, or misuse. Systems are regularly audited, updated, and monitored to ensure compliance with relevant privacy and information security standards. Employees are trained in data protection protocols, and access to sensitive information is restricted.

Incident response plans and reporting mechanisms are established to address potential breaches swiftly. By prioritizing cybersecurity, YAPP INDIA protects customer privacy, maintains trust, and ensures continuity of secure operations while adhering to regulatory requirements and best practices in data protection.

6.12 Ergonomic Risks in Product

YAPP INDIA designs products ergonomically to minimize strain, discomfort, or injury during installation, operation, or handling. Product designs are evaluated for user-friendliness, ease of use, and compliance with ergonomics standards. Customer feedback is collected to inform design improvements and optimize usability. Employees and customers are provided guidance on safe handling techniques. Ergonomic assessments are incorporated into product development and testing processes. By prioritizing ergonomics, YAPP INDIA reduces physical risks, enhances user comfort, and ensures long-term safety. This commitment supports customer satisfaction, protects end-users, and reflects the company's dedication to responsible and human-centered product design practices.

6.13 Operational Noise Safety

YAPP INDIA tests all products for noise and vibration emissions to ensure safe, comfortable operation. Products are designed to operate within regulatory limits for sound and vibration levels. Manufacturing processes incorporate measures to minimize noise generation. Customers are provided guidance on safe usage to prevent exposure risks. Feedback mechanisms monitor incidents related to noise or vibration, and corrective design actions are implemented promptly. Continuous evaluation ensures compliance with international and national standards. By addressing these operational hazards, YAPP INDIA protects user health and wellbeing, enhances product reliability, and reinforces its commitment to delivering safe and high-quality fuel tank systems and components.

6.14 Unintended Risk Control

YAPP INDIA provides guidance, labels, warnings, and instructions to prevent accidents resulting from misuse or unintended use of products. Educational materials, training sessions, and awareness campaigns inform customers about safe practices. Risk assessments consider potential misuse scenarios to design safety features that mitigate harm. Employees and suppliers are trained to reinforce these precautions. Reporting mechanisms capture misuse incidents to inform continuous improvement. By proactively addressing improper use, YAPP INDIA minimizes safety risks, enhances product reliability, and promotes responsible usage. This approach protects end-users, reduces liabilities, and demonstrates the company's commitment to delivering safe, user-friendly, and ethically designed products.

6.15 Health Risk Mitigation

YAPP INDIA actively monitors emissions, effluents, and waste from manufacturing operations to prevent negative impacts on surrounding communities. Environmental management systems ensure compliance with health and environmental regulations, while regular audits identify improvement opportunities. Waste reduction, treatment, and recycling initiatives minimize potential harm. Community feedback and environmental monitoring programs help detect and address concerns promptly. Employees are trained in safe handling of byproducts, and risk mitigation measures are implemented to control exposure. By prioritizing environmental responsibility and community health, YAPP INDIA reduces its operational footprint, fosters trust with stakeholders, and demonstrates commitment to sustainable and socially responsible manufacturing practices.

7.0 Objectives

1. Sustainability Issue : Injury Prevention Measures
Objective : Minimize workplace injuries
Measure : Number of reported injuries
Target Value : ↓ 2

2. Sustainability Issue : Safe Product Handling
Objective : Ensure safe handling of fuel tank systems
Measure : % of products handled safely
Target Value : ↑ 80%

3. Sustainability Issue : Explosion Risk Management
Objective : Prevent product-related explosions
Measure : Number of explosion incidents
Target Value : ↓0

4. Sustainability Issue : Workplace Safety Assurance
Objective : Strengthen overall workplace safety
Measure : % compliance with safety audits
Target Value : ↑100%

5. Sustainability Issue : Hazardous Waste Control
Objective : Reduce hazardous waste generation
Measure : Tons of hazardous waste
Target Value : ↓2

6. Sustainability Issue : Regulatory Compliance Measures
Objective : Ensure adherence to laws and standards
Measure : % compliance with regulations
Target Value : ↑100%

7. Sustainability Issue : Product Traceability
Objective : Maintain end-to-end product traceability
Measure : % of products traceable
Target Value : ↑100%

8. Sustainability Issue : Instruction Compliance Program
Objective : Ensure proper compliance with handling instructions
Measure : % of staff following instructions
Target Value : ↑85%

9. Sustainability Issue : Supply Risk Mitigation
Objective : Reduce supplier-related risks
Measure : Number of supply disruptions
Target Value : ↓2

10. Sustainability Issue : Logistics Safety Protocols
Objective : Enhance transport and logistics safety
Measure : % of safe deliveries
Target Value : ↑100%

11. Sustainability Issue : Information Security Program
Objective : Protect stakeholder and customer data
Measure : Number of data breaches
Target Value : ↓0

12. Sustainability Issue : Ergonomic Risks in Product
Objective : Minimize ergonomic hazards for workers
Measure : Number of ergonomic incidents
Target Value : ↓0

13. Sustainability Issue : Operational Noise Safety
Objective : Limit noise exposure risks
Measure : dB level compliance incidents
Target Value : ↓0

14. Sustainability Issue : Unintended Risk Control
Objective : Reduce unintentional operational risks
Measure : Number of incidents reported
Target Value : ↓0

15. Sustainability Issue : Health Risk Mitigation
Objective : Protect employee and stakeholder health
Measure : Number of health-related incidents
Target Value : ↓0

8.0 Applicable Standards, Laws, and Acts

- **National:** Consumer Protection Act,
- Industrial Safety Regulations,
- Environmental Protection Laws.
- **International (as applicable):** Universal Declaration of Human Rights,
- ILO Fundamental Conventions,
- OECD Guidelines for Multinational Enterprises,
- UN Global Compact Principles,
- ISO 26000, GRI Standards.

9.0 Policy Distribution

YAPP INDIA will ensure this human rights and safety policy is effectively communicated to all stakeholders. It will be published on the for public access and embedded in supplier contracts to enforce compliance throughout the supply chain. Customers and partners will be informed through engagement platforms and communications. Internally, employees and contractors will receive training sessions highlighting policy requirements, responsibilities, and reporting mechanisms. Regular updates and reminders will reinforce awareness. This multi-channel distribution ensures that all relevant parties understand their obligations, promoting transparency, accountability, and alignment with YAPP INDIA's commitment to ethical, safe, and responsible business practices.

10.0 Annual Review

The ESG Committee will conduct a comprehensive annual review of this policy to ensure it remains current and effective. The review will assess alignment with evolving national and international regulations, industry standards, and stakeholder expectations. Findings will inform necessary updates to processes, procedures, and training programs. Feedback from employees, contractors, suppliers, and other stakeholders will be incorporated to enhance relevance and applicability. Any gaps identified during the review will result in corrective actions and risk mitigation plans. By conducting an annual review, YAPP INDIA ensures continuous improvement, strengthens compliance, and reinforces its commitment to upholding human rights and safety across all operations.

11.0 Disciplinary Action

Violations of this human rights and safety policy will be taken seriously to maintain accountability and protect all stakeholders. Depending on the severity and nature of the breach, consequences may include verbal or written warnings, suspension, retraining, termination of employment or contracts, and potential legal actions. Contractors, suppliers, and partners will also be subject to disciplinary measures for non-compliance. The enforcement process will be transparent, fair, and consistent, with documentation of incidents and actions taken. By implementing robust disciplinary procedures, YAPP INDIA reinforces a culture of responsibility, compliance, and respect for human rights and safety throughout all its operations.

12.0 Reporting Mechanism

YAPP INDIA provides multiple channels for stakeholders to report human rights, safety, or ethical concerns. Reports can be submitted via email, ensuring accessibility and confidentiality. All reports will be logged, investigated thoroughly, and resolved through appropriate corrective actions within defined timelines. Stakeholders are assured protection from retaliation, and feedback on resolution will be communicated where appropriate. Data from reports will be analyzed periodically to identify trends, systemic issues, and areas for improvement. This robust reporting mechanism fosters transparency, accountability, and trust, ensuring that YAPP INDIA can proactively prevent violations and continuously strengthen its human rights and safety practices.

13.0 Conclusion

YAPP INDIA is committed to upholding external stakeholder human rights by ensuring safe, reliable products and services while fostering trust and transparency. We integrate ESG principles across all operations and interactions, promoting fairness, sustainability, and accountability to create long-term value for stakeholders and contribute positively to society.

2. Respect Recovery Mechanism Policy

YAPP INDIA/SMS/POLICY- 02

1.0 Purpose

The purpose of this policy is to establish a structured remediation procedure for employees who are victims of discrimination, harassment, or related workplace violations. The policy ensures fair, timely, and transparent resolution while providing support to victims, mitigating harm, and preventing recurrence. It aligns with international human rights standards and ESG principles.

2.0 Scope of Application

This policy applies to all YAPP INDIA employees, including permanent, temporary, contract, and outsourced staff. It covers all business areas, including manufacturing plants, administrative offices, warehouses, and other operational sites. The geographical scope encompasses all YAPP INDIA locations across India, ensuring consistent application nationwide.

3.0 Governance

The Board of Directors oversees ESG and human rights compliance, ensuring strategic alignment and accountability. The Human Resources Department, in coordination with the ESG Committee, implements remediation procedures. An internal Ethics and Compliance Committee monitors investigations, evaluates outcomes, and ensures the effectiveness of corrective actions across all operations.

4.0 Definition of Terms

- **Discrimination:** Unfair or unequal treatment of an individual based on gender, race, religion, age, disability, or other protected characteristics.
- **Harassment:** Any unwelcome conduct—verbal, physical, or psychological—that creates a hostile or intimidating work environment.
- **Remediation:** Operational-level measures to mitigate harm to victims, restore their rights, and prevent recurrence.
- **Proportionality:** The response or remedy must be appropriate to the severity of the incident.
- **Transparency:** Clear communication with affected parties regarding the remediation process and outcomes.
- **Monitoring:** Tracking and evaluating the effectiveness of remedies implemented.

5.0 Roles and Responsibilities

- **Management:** Ensure implementation of remediation procedures and allocate necessary resources.
- **HR Department:** Conduct investigations, provide support to victims, implement remedies, and monitor effectiveness.
- **Employees:** Report incidents of discrimination or harassment promptly.
- **ESG Committee:** Audit the remediation process, review outcomes, and recommend improvements.

6.0 Respect Recovery Mechanism Policy

6.1 Victim Support Deficiency

YAPP INDIA provides multiple confidential and accessible channels for employees to report harassment, discrimination, or other workplace violations. This includes internal reporting systems, email, grievance, and direct communication with HR. The availability of multiple reporting mechanisms ensures timely identification of issues and enables immediate initiation of remediation processes. Employees are educated on these channels through induction training, awareness programs, and internal communications. By maintaining reliable reporting systems, YAPP INDIA empowers victims to come forward safely, ensures issues are addressed promptly, and reinforces a culture of transparency, accountability, and respect for human rights within the organization.

6.2 Retaliation Against Complainants

YAPP INDIA strictly prohibits any form of retaliation against employees who report harassment, discrimination, or violations of policy. Protective measures are implemented to safeguard complainants throughout investigations, ensuring they can participate without fear of reprisal. Managers, supervisors, and HR personnel are trained to uphold this principle, with monitoring mechanisms in place to detect retaliation. Employees are encouraged to report concerns regarding any retaliatory behavior, and violations are addressed immediately. By fostering a safe and supportive environment, YAPP INDIA ensures trust in reporting systems, promotes fairness, protects employee rights, and reinforces its commitment to ethical workplace conduct and human rights compliance.

6.3 Delayed Investigation of Complaints

All complaints received by YAPP INDIA are investigated promptly and in accordance with defined timelines to ensure victims receive timely remedies. Investigations follow standardized procedures to guarantee procedural fairness, impartiality, and thoroughness. Employees involved are kept informed about the progress, while confidentiality is strictly maintained. Timely investigations prevent escalation of issues, minimize workplace disruptions, and demonstrate organizational accountability.

HR personnel and trained investigators conduct reviews of complaints systematically, documenting all actions taken. By enforcing prompt and structured investigation processes, YAPP INDIA ensures fairness, protects employees' rights, strengthens trust in the remediation system, and upholds its commitment to a safe and respectful workplace.

6.4 Inadequate Remediation Measures

Remediation measures at YAPP INDIA are designed to be proportional to the severity of incidents and tailored to address the specific needs of victims. Measures may include counseling, role reassignment, disciplinary action against perpetrators, and preventive steps to avoid recurrence. HR and ESG teams assess each case to determine appropriate actions, ensuring fairness, consistency, and compliance with legal and policy requirements. Follow-ups are conducted to evaluate effectiveness and satisfaction of affected employees. By implementing robust and meaningful remediation strategies, YAPP INDIA demonstrates accountability, supports victim recovery, mitigates risks, and reinforces a workplace culture that prioritizes respect, safety, and ethical conduct.

6.5 Support Mechanism Missing

YAPP INDIA ensures victims of harassment or discrimination have access to comprehensive support services, including counseling, medical assistance, and legal guidance. These services aim to mitigate physical, psychological, and professional impacts on affected employees. HR coordinates with internal and external service providers to ensure timely and confidential support. Employees are made aware of available resources through training and internal communications. By offering structured support systems, YAPP INDIA facilitates recovery, empowers victims to continue their work safely, and reinforces the organization's commitment to employee wellbeing, human rights, and a supportive work environment that addresses harm and prevents further incidents.

6.6 Harassment Education Gap

YAPP INDIA provides mandatory training programs for all employees and managers on recognizing, preventing, and addressing discrimination and harassment in the workplace. Training modules are role-specific and emphasize organizational policies, reporting mechanisms, and employees' rights and responsibilities. Annual refresher courses reinforce knowledge, update employees on new regulations, and highlight emerging issues. Training effectiveness is assessed through feedback and evaluations to ensure comprehension and practical application. By prioritizing education, YAPP INDIA builds awareness, equips staff to prevent misconduct, strengthens ethical and respectful workplace behavior, and ensures compliance with legal and ESG standards regarding human rights, equality, and employee protection.

6.7 Process Visibility Deficiency

YAPP INDIA ensures all remediation processes are conducted with full transparency to maintain trust and accountability. Procedures are documented, communicated to affected parties, and monitored by HR and ESG teams to ensure fairness and consistency. Employees are informed of their rights, the steps involved, and expected timelines. Regular reporting and oversight allow leadership to identify systemic issues and improve policy effectiveness. Transparency fosters confidence in the grievance handling system, encourages reporting of violations, and ensures that actions taken are visible, equitable, and aligned with organizational values. This approach strengthens ethical governance and reinforces employee trust in remediation mechanisms.

6.8 Management Standards Breach

Managers and supervisors at YAPP INDIA are accountable for enforcing remediation procedures and responding appropriately to incidents of harassment or discrimination. Leadership training ensures that management understands their roles and responsibilities in upholding policies. Failure to comply with remediation protocols is addressed through disciplinary actions, retraining, and performance monitoring. HR and ESG teams oversee managerial compliance to ensure accountability and consistent application of procedures. By holding leaders responsible, YAPP INDIA reinforces a culture of ethical conduct, mitigates systemic risks, and demonstrates commitment to employee safety, fairness, and human rights, ensuring that remediation processes are implemented effectively at all organizational levels.

6.9 Remediation Review Weakness

YAPP INDIA monitors the effectiveness of remediation measures through structured follow-ups, surveys, and incident tracking. Post-remediation evaluations assess whether corrective actions resolve the issue and prevent recurrence. HR and ESG teams analyze trends to identify areas for improvement and implement preventive strategies. Continuous monitoring ensures that interventions are effective, victims are supported, and organizational risks are minimized. Feedback from employees informs policy refinement and enhances process transparency. By actively tracking remediation outcomes, YAPP INDIA strengthens its ethical governance, ensures accountability, and promotes a safe, respectful, and inclusive workplace that upholds human rights and fosters trust among employees.

6.10 Incomplete Complaint Records

All complaints at YAPP INDIA are systematically recorded, tracked, and archived to ensure accountability and support thorough investigations. Documentation includes details of incidents, actions taken, and outcomes achieved. Secure storage and controlled access preserve confidentiality while enabling audits and compliance verification. Accurate record-keeping allows leadership to identify trends, monitor remediation effectiveness, and demonstrate regulatory and policy adherence.

HR personnel ensure records are maintained consistently and updated as cases progress. By emphasizing meticulous documentation, YAPP INDIA enhances transparency, supports evidence-based decision-making, mitigates legal risks, and ensures that all remediation efforts are traceable, fair, and aligned with organizational and ESG standards.

6.11 Information Security Weakness

YAPP INDIA strictly maintains confidentiality for victims, witnesses, and involved parties during all stages of the remediation process. Information is shared only on a need-to-know basis to protect privacy and prevent retaliation. Breaches of confidentiality are treated as serious violations and addressed promptly. Employees are trained on confidentiality protocols, and reporting mechanisms are designed to safeguard identity. By upholding strict confidentiality, YAPP INDIA ensures trust in the reporting system, encourages reporting of incidents, and protects all parties involved. This commitment reinforces ethical workplace standards, mitigates risks of retaliation or harm, and aligns with the company's human rights and ESG principles.

6.12 Instruction Communication Failure

YAPP INDIA ensures that the remediation policy is communicated clearly and comprehensively to all employees. Information is disseminated through handbooks, training sessions, internal portals, notices, and induction programs. Employees are informed of their rights, reporting channels, and procedures for addressing harassment or discrimination. Multiple communication channels reinforce awareness and understanding. Feedback mechanisms assess comprehension and identify areas needing clarification. By effectively communicating the policy, YAPP INDIA empowers employees to act, encourages a culture of transparency, and ensures that everyone is aware of available protections. Clear communication strengthens policy adherence, fosters trust, and supports a safe and respectful workplace environment.

6.13 Investigation Fairness Gap

YAPP INDIA ensures all investigations and remediation processes are conducted impartially by trained HR personnel or Procedural safeguards prevent conflicts of interest, favoritism, or bias, ensuring fairness for all parties. Investigators are guided by clear protocols and best practices to maintain objectivity. Employees are informed of procedures and have opportunities to provide input. Audit and oversight mechanisms evaluate the impartiality and effectiveness of investigations. By enforcing unbiased investigations, YAPP INDIA safeguards victims' rights, reinforces trust in remediation systems, ensures consistent application of policies, and demonstrates a strong commitment to ethical governance and human rights compliance.

6.14 Harassment Repeat Prevention

Remediation at YAPP INDIA includes preventive measures, monitoring, and follow-ups to prevent recurrence of discrimination or harassment. Corrective actions are assessed for effectiveness, and employees or teams involved receive guidance and training as needed. Patterns are analyzed to identify systemic issues and implement improvements in policies, procedures, or workplace culture. HR and ESG teams track incidents and conduct periodic evaluations to ensure preventive strategies are working. By proactively addressing recurrence, YAPP INDIA strengthens workplace safety, fosters trust, mitigates risks, and demonstrates a commitment to maintaining an inclusive, respectful, and equitable environment for all employees.

6.15 Stakeholder Voice Deficiency

YAPP INDIA actively collects feedback from victims, witnesses, and other stakeholders regarding the remediation process and its effectiveness. Feedback channels include surveys, interviews, and anonymous reporting options. Insights gained inform continuous improvements in policy, procedures, and training programs. Stakeholder input helps identify gaps, enhance transparency, and strengthen organizational trust. Regular review of feedback ensures that remediation measures are responsive, fair, and aligned with employee needs and ESG commitments. By incorporating stakeholder feedback into decision-making, YAPP INDIA promotes accountability, refines remediation effectiveness, and fosters a workplace culture that prioritizes human rights, safety, and ethical conduct.

7.0 ESG Objective

1. Sustainability Issue : Victim Support Deficiency
Objective : Ensure adequate support for victims
Measure : % of victims receiving support
Target Value : ↑100

2. Sustainability Issue : Retaliation Against Complainants
Objective : Prevent retaliation incidents
Measure : Number of retaliation cases
Target Value : ↓0

3. Sustainability Issue : Delayed Investigation of Complaints
Objective : Ensure timely investigation of complaints
Measure : % of complaints investigated within 30 days
Target Value : ↑85%

4. Sustainability Issue : Inadequate Remediation Measures
Objective : Strengthen remediation actions
Measure : % of cases with effective remediation
Target Value : ↑100%

5. Sustainability Issue : Support Mechanism Missing
Objective : Establish formal support channels
Measure : Number of active support mechanisms
Target Value : ↑2

6. Sustainability Issue : Harassment Education Gap
Objective : Improve awareness and training
Measure : % of employees trained
Target Value : ↑100%

7. Sustainability Issue : Process Visibility Deficiency
Objective : Enhance transparency of complaint process
Measure : % of complaints with process updates communicated
Target Value : ↑100%

8. Sustainability Issue : Management Standards Breach
Objective : Ensure management compliance with policies
Measure : Number of breaches reported
Target Value : ↓0

9. Sustainability Issue : Remediation Review Weakness
Objective : Conduct regular remediation effectiveness reviews
Measure : % of cases reviewed
Target Value : ↑100%

10. Sustainability Issue : Incomplete Complaint Records
Objective : Maintain complete documentation
Measure : % of complaints with full documentation
Target Value : ↑100%

11. Sustainability Issue : Information Security Weakness
Objective : Protect complaint confidentiality
Measure : Number of confidentiality breaches
Target Value : ↓0

12. Sustainability Issue : Instruction Communication Failure
Objective : Ensure clear communication of procedures
Measure : % of employees aware of procedures
Target Value : ↑100%

13. Sustainability Issue : Investigation Fairness Gap
Objective : Ensure fair investigations
Measure : % of investigations deemed fair
Target Value : ↑100%

14. Sustainability Issue : Harassment Repeat Prevention
Objective : Prevent recurrence of harassment
Measure : Number of repeat incidents
Target Value : ↓0

15. Sustainability Issue : Stakeholder Voice Deficiency
Objective : Strengthen stakeholder feedback channels
Measure : % of stakeholders reporting satisfaction with process
Target Value : ↑95%

8.0 Applicable Standards, Laws, and Acts

- National: Industrial Employment (Standing Orders) Act,
- Sexual Harassment of Women at Workplace (Prevention,
- Prohibition and Redressal) Act 2013,
- Labour Codes, and Indian Penal Code provisions related to harassment.
- International (as applicable): Universal Declaration of Human Rights,
- ILO Fundamental Conventions, OECD Guidelines,
- ISO 26000, UN Global Compact Principles, GRI Standards,
- OHSAS 18001 / ISO 45001.

9.0 Policy Distribution

This remediation policy will be communicated widely to ensure all employees are aware of their responsibilities and available procedures. It will be included in employee handbooks, posted on internal portals, and highlighted during induction and onboarding training. Key provisions will be displayed prominently at all operational sites, including manufacturing plants, offices, and warehouses, ensuring visibility and accessibility. Regular reminders and updates will reinforce understanding among staff, including permanent, temporary, contract, and outsourced employees. By ensuring consistent and transparent policy distribution, YAPP INDIA promotes awareness, accountability, and adherence to ethical and human rights standards throughout the organization.

10.0 Annual Review

The ESG Committee and Human Resources Department will conduct an annual review of the remediation procedure to evaluate its effectiveness and relevance. The review will consider regulatory updates, industry best practices, feedback from employees, and lessons learned from past cases.

Necessary revisions will be implemented to strengthen reporting channels, investigation protocols, and corrective measures. The review will also assess the alignment of procedures with YAPP INDIA's ESG objectives and human rights commitments. By performing an annual review, the company ensures continuous improvement, regulatory compliance, and that remediation mechanisms remain robust, fair, and effective across all operations.

11.0 Disciplinary Action for Policy Violators

Violations of this remediation policy will be addressed promptly and consistently to maintain accountability and safeguard the workplace. Depending on the severity of the violation, corrective or disciplinary measures may include verbal or written warnings, suspension, mandatory retraining, termination of employment or contracts, or legal action. The enforcement process will be conducted transparently, fairly, and in compliance with labor laws and organizational policies. Documentation of incidents and actions taken will be maintained for accountability. By implementing clear disciplinary procedures, YAPP INDIA ensures adherence to ethical and human rights standards, deters misconduct, and fosters a respectful and compliant organizational culture.

12.0 Reporting Mechanism

YAPP INDIA provides confidential, accessible channels for employees to report human rights violations, ethical concerns, or workplace incidents. Reports can be submitted through internal reporting systems, email, ore each report will be logged systematically, investigated impartially, and addressed through appropriate corrective or remedial actions. Employees are assured protection from retaliation, and relevant parties will be informed of outcomes transparently. Trends and patterns identified through reporting will inform continuous improvement of policies and procedures. This robust reporting mechanism fosters trust, accountability, and proactive resolution of issues, ensuring YAPP INDIA maintains a safe, ethical, and legally compliant working environment for all staff.

13.0 Conclusion

YAPP INDIA is committed to creating a safe, inclusive, and respectful workplace. Effective remediation procedures ensure that victims of discrimination or harassment are supported, harm is mitigated, and measures are in place to prevent recurrence.

3. Employee Wellbeing Assurance Policy

YAPP INDIA/SMS/POLICY-03

1.0 Purpose

The purpose of this policy is to safeguard the health, safety, and wellbeing of all employees, contractors, and stakeholders associated with YAPP INDIA's operations. We are committed to creating a safe and healthy workplace by preventing occupational hazards, promoting proactive risk management, and complying with all applicable laws. By integrating robust safety systems and embedding ESG principles, we ensure sustainable, responsible, and safe operations across all business activities.

2.0 Scope of Application

This policy applies to all employees, contractors, suppliers, and visitors engaged with YAPP INDIA. It covers all business areas and operations, including manufacturing facilities, warehouses, logistics, and administrative offices, as well as any operational sites. The geographical scope extends across all operations within India, while maintaining alignment with international standards and best practices wherever applicable, ensuring consistency, compliance, and commitment to health, safety, and wellbeing.

3.0 Governance

The Board of Directors shall oversee compliance with this policy, ensuring alignment with corporate objectives. An Occupational Health & Safety (OHS) Committee will monitor, review, and implement the policy effectively. ESG and EHS Managers will conduct regular audits and assessments to maintain safety standards and drive continuous improvement.

4.0 Definition of Terms

- **OHS**: Occupational Health and Safety.
- **PPE**: Personal Protective Equipment.
- **ILO**: International Labour Organization.
- **OSHA**: Occupational Safety and Health Administration guidelines.
- **Incident**: Any unplanned event that results in injury, illness, damage, or near-miss.

5.0 Roles and Responsibilities

- **Management:** Ensure risk assessments, provide resources, and enforce compliance.
- **Supervisors:** Monitor daily safety practices and escalate issues.
- **Employees:** Follow safety procedures, report hazards, and participate in training.
- **EHS Team:** Conduct audits, training, and compliance checks.

6.0 Employee Wellbeing Assurance Policy

6.1 Concern Reporting Mechanism

YAPP INDIA is committed to establishing a transparent and accessible complaints mechanism for reporting occupational health and safety risks or incidents. Employees will have multiple safe channels to raise concerns without fear of retaliation or discrimination. All complaints will be promptly documented, investigated, and addressed through corrective actions, with outcomes communicated transparently. Root cause analysis will be conducted for each case to prevent recurrence. Feedback and trend analysis will inform systemic improvements to policies and practices. This mechanism ensures accountability, builds trust among employees, and supports a culture of continuous safety enhancement across all levels of the organization.

6.2 Long-Term Health Protection

YAPP INDIA recognizes the importance of preventing long-term occupational diseases by integrating health monitoring into wellness programs. Employees will undergo regular respiratory function checks, hearing tests, and to detect early signs of health issues. Ergonomic workplace design and mandatory use of PPE will minimize risks from repetitive strain, or noise exposure. Preventive medical assessments and targeted health awareness campaigns will strengthen resilience against occupational illnesses. Compliance with international standards and regulatory requirements will be ensured through continuous monitoring and reporting. By prioritizing long-term health, YAPP INDIA fosters a safe, supportive, and sustainable work environment for employees.

6.3 Employee Wellness Strategy

YAPP INDIA recognizes that psychological health is integral to overall employee wellbeing. To prevent and manage workplace stress, the company will provide confidential counselling services, stress management programs, and mental health awareness campaigns. Supervisors will be trained to identify early signs of stress, fatigue, or burnout and provide timely interventions. Flexible work arrangements will be explored where feasible to support work-life balance. Feedback mechanisms such as employee surveys will assess the effectiveness of initiatives. By addressing psychological wellbeing, YAPP INDIA aims to build resilience, foster inclusivity, and create a supportive environment that enhances productivity and satisfaction.

6.4 Operational Safety Management

YAPP INDIA prioritizes the prevention of injuries from machinery and equipment by enforcing machine guarding, lockout-tagout (LOTO) systems, and clear operational protocols. Preventive maintenance schedules will ensure that equipment is safe, reliable, and fully functional. Employees will receive regular safety and ergonomics training to minimize risks from vibration, noise, and repetitive strain. Production areas will display mandatory safety signage, while supervisors will oversee strict compliance with safe work practices. Periodic audits, workplace inspections, and technology upgrades will further reduce risks. This integrated approach aims to minimize lost-time injuries, promote employee wellbeing, and create a culture of accountability and proactive hazard prevention.

6.5 Contracted Worker Protection

YAPP INDIA extends its commitment to occupational health and safety to contractors, vendors, and other non-employee workers operating on its premises. All contractors will undergo safety induction programs, health screenings, and inclusion in emergency preparedness plans. Compliance with YAPP INDIA's safety policies and procedures will be mandatory for all third-party workers. Supervisors will monitor contractor activities to ensure adherence to safe practices and report deviations for corrective action. By integrating contractors into the company's health and safety framework, YAPP INDIA ensures consistent protection for all individuals on-site, minimizes risks, and promotes shared responsibility for a safe working environment.

6.6 Health Risk Evaluation

YAPP INDIA is committed to conducting comprehensive occupational health and safety risk assessments to proactively identify, evaluate, and mitigate potential hazards. These assessments will encompass risk factor identification, significance analysis, and the implementation of preventive and corrective measures. Regular reviews will ensure risks are managed effectively, addressing both routine and emerging workplace challenges. The process will be aligned with international best practices and applicable safety regulations. By integrating these assessments into daily operations, YAPP INDIA ensures employee protection, minimizes incidents, and fosters a safe, resilient, and compliant workplace culture rooted in sustainability and continuous improvement

6.7 Mental Wellness Program

YAPP INDIA acknowledges psychological wellbeing as a vital component of occupational health. To prevent stress and mental fatigue, we will implement stress management programs, counselling support services, and awareness campaigns across the workforce. Flexible work arrangements will be considered where feasible to reduce employee burnout and support work-life balance. Supervisors will be trained to identify early warning signs of stress and provide timely interventions. Employee participation in wellbeing initiatives will be encouraged, and feedback mechanisms will assess program effectiveness. By addressing psychological health, YAPP INDIA aims to foster resilience, improve productivity, and build an inclusive, supportive culture of care and safety.

6.8 Health Monitoring Initiative

YAPP INDIA is dedicated to promoting employee health through regular and targeted medical check-ups. Employees, particularly those exposed to hazardous substances, noise, or heavy machinery, will undergo periodic screenings to enable early detection and treatment of occupational illnesses. Health monitoring will include biological exposure testing and specialized assessments based on job roles. Confidential medical records will be maintained, and employees will be encouraged to actively participate in health programs. These initiatives will not only prevent long-term illnesses but also enhance employee wellbeing, reduce absenteeism, and contribute to sustainable workforce productivity, supporting YAPP INDIA's commitment to safe and healthy operations.

6.9 Workplace Noise Management

YAPP INDIA is committed to preventing noise-induced health risks by regularly monitoring workplace noise levels and maintaining equipment to minimize emissions. Where exposure exceeds permissible limits, engineering controls and protective hearing equipment will be implemented. Employees will be educated about noise hazards and trained in protective practices. Regular hearing assessments will be provided for employees working in high-noise areas to detect early signs of hearing loss. Awareness sessions will reinforce the importance of compliance with protective measures. Through these proactive steps, YAPP INDIA safeguards employee hearing health, enhances comfort in the workplace, and promotes long-term occupational wellbeing

6.10 Workplace Chemical Safety

YAPP INDIA is committed to minimizing the risks of toxic chemical exposure by adopting strict handling protocols, closed-loop transfer systems, and mandatory PPE use. Regular chemical risk assessments will be conducted to identify hazards and implement preventive measures. Biological impact monitoring, such as regular health screenings, will safeguard employees' wellbeing. Emergency response infrastructure, including eye wash stations, fire suppression systems, and spill containment kits, will be installed and routinely inspected. Employees will receive ongoing training on safe chemical handling, hazard communication, and emergency procedures, ensuring preparedness and compliance with applicable regulations and international best practices for occupational safety.

6.11 Preventive Safety Inspection

YAPP INDIA prioritizes the safety and reliability of all equipment used in its operations. Regular inspections and preventive maintenance schedules will be enforced to detect hazards and reduce equipment-related risks. Third-party safety audits will complement internal checks, providing independent assurance of compliance with industry and regulatory standards. Unsafe equipment will be immediately repaired, replaced, or decommissioned to prevent accidents. Detailed maintenance and inspection records will be maintained for accountability and transparency.

Through systematic inspections, timely corrective actions, and ongoing monitoring, YAPP INDIA ensures operational efficiency, protects employee wellbeing, and promotes a safe working environment across all facilities and operations.

6.12 Emergency Preparedness Plan

YAPP INDIA will establish and maintain a comprehensive Health and Safety Emergency Action Plan to safeguard employees during crises such as fires, explosions, chemical spills, and equipment-related accidents. The plan will clearly define roles, responsibilities, and procedures for swift evacuation and response. Regular mock drills will test readiness and identify areas for improvement, while all employees will be trained on emergency protocols. The plan will be reviewed and updated periodically to reflect evolving risks and regulatory requirements. By embedding preparedness into the workplace, YAPP INDIA ensures operational resilience, employee safety, and the ability to respond effectively to emergencies.

6.13 Risk Prevention Program

YAPP INDIA adopts a zero-tolerance approach to substance abuse while offering rehabilitation support for affected employees. Random testing, awareness programs, and strict enforcement of disciplinary measures will reduce risks of impaired judgment and human error. Employees will have access to counselling and support programs, ensuring rehabilitation opportunities alongside compliance. Supervisors will receive training to recognize behavioral signs of impairment, while awareness campaigns will highlight the dangers of alcohol, drugs, and workplace fatigue. Transparent reporting mechanisms and strict confidentiality will be maintained to support recovery. This balanced framework enhances workplace safety, strengthens accountability, and promotes a culture of responsibility.

6.14 Good Practice Workshop

YAPP INDIA recognizes training as a cornerstone of occupational safety. Structured training programs will be developed to cover safe work practices, proper PPE usage, hazard identification, and emergency response. Training will be tailored to employees' roles and updated regularly to reflect new risks, technologies, and regulatory standards. Refresher training sessions will reinforce learning, while interactive methods will enhance employee engagement and retention of safety knowledge. Supervisors will play a key role in ensuring training compliance and knowledge application on the job. Through this approach, YAPP INDIA fosters a safety-first culture where employees are empowered to act responsibly and proactively.

6.15 Hazard Control Measures

YAPP INDIA will implement stringent controls to minimize employee exposure to hazardous substances. This will include substitution of safer materials, use of engineering controls such as ventilation systems, and provision of appropriate PPE.

Continuous workplace air quality monitoring and regular risk assessments will identify potential hazards, while employees handling chemicals will receive specialized training in safe handling and emergency procedures. Medical monitoring will track potential long-term effects of exposure. By adhering to regulatory requirements and international standards, YAPP INDIA ensures that chemical-related risks are effectively managed, safeguarding employee health, preventing incidents, and fostering a culture of responsible chemical management.

6.16 Workplace Safety Preparedness

YAPP INDIA is committed to ensuring effective emergency preparedness through a comprehensive Emergency Response Plan (ERP). The plan will include fire suppression systems, eye wash stations, safety showers, evacuation routes, spill kits, and trained first-aid responders. Regular evacuation drills and will prepare employees for crisis situations. Specialized training will cover fire safety, first aid, and emergency communication. The ERP will be reviewed annually and updated to reflect emerging risks and regulatory requirements. Partnerships with external emergency services will be established for rapid response. Through preparedness and proactive measures, YAPP INDIA ensures employee safety and operational resilience in emergencies.

6.17 Strain Prevention Program

YAPP INDIA will proactively address risks related to repetitive strain injuries by implementing ergonomic workplace designs, job rotation systems, and awareness programs. Regular workstation assessments will identify risks, while ergonomic furniture, tools, and equipment will be provided to reduce strain. Employees will receive training on posture, safe lifting techniques, and workplace adjustments to prevent musculoskeletal disorders. Supervisors will monitor compliance and ensure corrective measures where risks are observed. By integrating ergonomics into daily work practices, YAPP INDIA promotes employee comfort, reduces injury rates, and enhances long-term wellbeing, productivity, and job satisfaction, while fostering a culture of proactive health management.

7.0 ESG Objectives

1. Sustainability Issue **:** Concern Reporting Mechanism
Objective **:** Ensure employees can report health & safety concerns
Measure **:** % of concerns reported via mechanism
Target Value **:** ↑100%

2. Sustainability Issue **:** Long-Term Health Protection
Objective **:** Reduce chronic health risks
Measure **:** Number of long-term health incidents
Target Value **:** ↓0

3. Sustainability Issue : Employee Wellness Strategy
Objective : Promote overall employee wellness
Measure : % of employees participating in wellness programs
Target Value : ↑90%

4. Sustainability Issue : Operational Safety Management
Objective : Ensure safe operational practices
Measure : % compliance with safety protocols
Target Value : ↑100%

5. Sustainability Issue : Contracted Worker Protection
Objective : Ensure safety of contracted workers
Measure : % of contracted workers trained on safety
Target Value : ↑100%

6. Sustainability Issue : Health Risk Evaluation
Objective : Identify workplace health hazards
Measure : Number of risk assessments completed
Target Value : ↑6

7. Sustainability Issue : Mental Wellness Program
Objective : Support mental health of employees
Measure : % of employees enrolled in program
Target Value : ↑80%

8. Sustainability Issue : Health Monitoring Initiative
Objective : Monitor employee health regularly
Measure : Number of health check-ups conducted
Target Value : ↑100

9. Sustainability Issue : Workplace Noise Management
Objective : Reduce noise-related health risks
Measure : Number of noise level exceedances
Target Value : ↓2

10. Sustainability Issue : Workplace Chemical Safety
Objective : Prevent chemical exposure incidents
Measure : Number of chemical safety incidents
Target Value : ↓0

11. Sustainability Issue : Preventive Safety Inspection
Objective : Identify hazards proactively
Measure : Number of preventive inspections
Target Value : ↑4

12. Sustainability Issue : Emergency Preparedness Plan
Objective : Ensure readiness for emergencies
Measure : % of employees trained in emergency procedures
Target Value : ↑100%

13. Sustainability Issue : Risk Prevention Program
Objective : Minimize occupational hazards
Measure : Number of risk mitigation actions implemented
Target Value : ↑12

14. Sustainability Issue : Good Practice Workshop
Objective : Promote best practices in health & safety
Measure : Number of workshops conducted
Target Value : ↑3

15. Sustainability Issue : Hazard Control Measures
Objective : Reduce workplace hazards
Measure : Number of hazards mitigated
Target Value : ↑15

16. Sustainability Issue : Workplace Safety Preparedness
Objective : Ensure all areas are safety-ready
Measure : % of workplace safety preparedness audits passed
Target Value : ↑100

17. Sustainability Issue : Strain Prevention Program
Objective : Reduce ergonomic and physical strain
Measure : Number of strain-related incidents
Target Value : ↓2

8.0 Applicable Standards, Laws, and Acts

- **National:** Factories Act (India), Occupational Safety,
- Health and Working Conditions Code 2020,
- Environment Protection Act 1986,
- Disaster Management Act.
- **International (as applicable):** Universal Declaration of Human Rights, ILO Conventions,
- UN Global Compact Principles,

9.0 Policy Distribution

This policy will be effectively communicated across all levels of YAPP INDIA to ensure widespread awareness and compliance. It will be formally circulated to all employees and displayed prominently on notice boards across manufacturing facilities, offices, and warehouses. Additionally, it will be included as a mandatory component in induction and refresher training programs for employees, contractors, and visitors. The policy will also be integrated into supplier agreements, ensuring alignment with our safety commitments across the supply

10.0 Annual Review

The Occupational Health and Safety (OHS) Committee will conduct a structured annual review of this policy to assess its effectiveness in addressing workplace hazards and promoting employee wellbeing. This review will evaluate compliance with national laws, international standards, and YAPP INDIA's ESG principles. It will also account for emerging industry risks, evolving technologies, and regulatory changes. Feedback from employees, contractors, and external audits will be incorporated to improve implementation. Findings and recommendations will be reported to senior management, with updates rolled out transparently. This ensures the policy remains current, practical, and aligned with YAPP INDIA's long-term sustainability objectives.

11.0 Disciplinary Action for Policy Violators

Non-compliance with this policy will be taken seriously to uphold workplace safety and organizational integrity. Violations may include failure to follow safety protocols, negligence in using PPE, ignoring hazard reporting procedures, or endangering others through unsafe practices. Depending on the severity, disciplinary actions may range from verbal or written warnings to suspension, retraining, or termination of employment or contractual engagement. Contractors, suppliers, and third-party service providers are equally subject to these measures. Consistent enforcement ensures accountability while emphasizing corrective action, prevention, and education. The objective is not only discipline but also fostering a responsible and safety-conscious workplace culture.

12.0 Reporting Mechanism

YAPP INDIA has established transparent, accessible, and confidential reporting mechanisms to address unsafe practices, incidents, or near-misses. Employees and contractors may report issues anonymously through designated reporting systems without fear of retaliation. Supervisors must escalate concerns promptly, while all incidents must be documented and investigated within 48 hours, followed by corrective action. Regular OHS performance metrics and compliance reports will be submitted to management and the ESG committee for review. Lessons learned from incidents will be communicated across teams to prevent recurrence. This mechanism encourages active participation in safety, ensuring accountability and continuous improvement in occupational health management.

13.0 Conclusion

YAPP INDIA reaffirms its commitment to providing a safe, healthy, and sustainable workplace for employees, contractors, suppliers, and visitors. By embedding ESG principles into health and safety management, we ensure compliance with laws, protect lives, and foster an ethical and responsible organizational culture. This policy reflects our dedication to minimizing risks, preventing incidents, and safeguarding wellbeing across all operations. Through proactive risk management, continuous training, and stakeholder engagement, we aim to enhance productivity while ensuring sustainable growth. Together, management, supervisors, employees, and partners share the responsibility of creating a resilient, safe, and future-ready workplace at YAPP INDIA.

4. Enduring Pay Commitment Policy

YAPP INDIA/SMS/POLICY-04

1.0 Purpose

YAPP INDIA is committed to ensuring all employees receive a fair living wage that meets or exceeds statutory requirements and enables a decent standard of living. This policy formalizes our approach to wage fairness, transparency, and continuous review to ensure compliance with labor laws and alignment with ESG principles. It supports employee wellbeing, morale, and retention while contributing to sustainable business practices.

2.0 Scope of Application

This policy applies to all YAPP INDIA employees, including permanent, temporary, contract, and outsourced staff. It covers manufacturing plants, assembly lines, administrative offices, warehouses, and related operations. The geographical scope includes all YAPP INDIA locations in India, as well as contracted facilities where wage and labor practices are under company control.

3.0 Governance

The Board of Directors provides oversight of wage policies and ESG compliance, ensuring strategic alignment. The HR Teams are responsible for conducting wage reviews, implementing policies, and reporting outcomes. Internal audits are performed regularly to verify that wage practices comply with legal requirements and organizational commitments.

4.0 Definition of Terms

- **Living Wage:** The minimum income necessary for employees to meet basic needs, including food, housing, healthcare, and education.
- **Continuous Payment:** Regular, ongoing commitment to maintain or adjust wages according to inflation, cost of living, or statutory updates.
- **ESG Compliance:** Alignment of wage practices with environmental, social, and governance principles.

5.0 Roles and Responsibilities

- **Management:** Approves wage policy, allocates budget, ensures policy adherence.
- **HR Department:** Conducts wage benchmarking, implements living wage adjustments, maintains records.
- **Finance Team:** Ensures wage disbursement is timely and accurate.
- **Employees:** Report concerns or discrepancies related to wages.

6.0 Enduring Pay Commitment Policy

6.1 Labor Law Noncompliance

YAPP INDIA ensures that all employees, regardless of employment type, are paid at least the statutory minimum wage or living wage in accordance with applicable labor laws. Regular audits and reviews are conducted to verify compliance and address discrepancies promptly. Payroll systems are monitored, and corrective actions are implemented immediately if deviations are identified. By upholding minimum wage standards, YAPP INDIA demonstrates ethical governance, reinforces employee trust, mitigates legal risks, and aligns with ESG commitments. This approach ensures that all employees receive fair compensation that supports a decent standard of living and economic security.

6.2 Wage Fairness Challenge

YAPP INDIA actively monitors wage structures to prevent inequities among employees performing similar roles. Regular benchmarking and gap analyses are conducted to identify disparities and ensure fair compensation practices. HR ensures adjustments are made when inconsistencies are detected, promoting transparency and equity. By addressing wage disparities, YAPP INDIA fosters inclusivity, reinforces morale, and strengthens employee engagement. Equitable wage practices support talent retention, enhance productivity, and demonstrate the company's commitment to ethical labor standards and ESG principles. Ensuring fair pay across all employee categories upholds the organization's responsibility to promote justice, equality, and workplace trust.

6.3 Wage Payment Delays

YAPP INDIA is committed to the timely disbursement of wages to all employees, ensuring consistency in monthly payroll cycles without delays or discrepancies. Payroll schedules are strictly adhered to, and automated systems are monitored to prevent errors. Any issues in salary processing are addressed promptly, with clear communication to affected employees. By maintaining timely payments, YAPP INDIA ensures financial stability for employees, builds trust, reduces grievances, and demonstrates accountability. Timely compensation also reinforces ethical labor practices, regulatory compliance, and ESG commitments. This approach guarantees that employees receive remuneration on time, supporting morale, productivity, and overall workforce satisfaction.

6.4 Salary Value Decline

YAPP INDIA periodically reviews wage levels to ensure they keep pace with inflation and rising cost of living. Adjustments are made to maintain employees' purchasing power and financial wellbeing. HR conducts regular market assessments and cost-of-living analyses to determine appropriate updates to compensation. Communicating these adjustments transparently strengthens employee trust and engagement.

By proactively reflecting inflation in wages, YAPP INDIA safeguards economic security, reduces financial stress, and demonstrates ethical and responsible wage practices. This approach supports the company's ESG commitments, ensures competitive compensation, and fosters a motivated, loyal, and fairly compensated workforce.

6.5 Temporary Wage Disparity

YAPP INDIA ensures that all contractual, temporary, and outsourced employees are compensated fairly in line with living wage principles, equivalent to permanent staff for similar work. Wage structures are reviewed regularly to verify compliance and fairness across all employment types. HR monitors payments and addresses discrepancies immediately. By extending equitable wage practices to all worker categories, YAPP INDIA demonstrates inclusivity, ethical labor management, and ESG-aligned principles. Ensuring fair treatment for non-permanent employees reinforces morale, trust, and productivity while mitigating legal and reputational risks. This approach fosters a respectful, equitable, and transparent workplace for every individual.

6.6 Salary Transparency Issue

YAPP INDIA maintains full transparency regarding wage structures, calculations, and adjustments for all employees. Compensation policies are communicated clearly through handbooks, internal portals, and training programs, ensuring employees understand their entitlements. Transparent wage practices prevent misunderstandings, enhance trust, and reduce grievances. HR provides clarification when needed and documents communications to reinforce accountability. By maintaining wage transparency, YAPP INDIA fosters a culture of fairness, ethical governance, and employee confidence. Transparent policies also align with ESG principles, demonstrating responsible labor management. This ensures employees are aware of their rights, builds engagement, and promotes equitable, open, and trusted compensation practices.

6.7 Inaccurate Payroll Processing

YAPP INDIA ensures payroll systems are accurate, reliable, and regularly audited to prevent errors in employee compensation. Automated checks, reconciliation procedures, and HR oversight are implemented to ensure employees receive correct wages in line with their roles and entitlements. Discrepancies are addressed immediately, with clear communication to affected employees. Maintaining accurate payroll mitigates financial risks, legal exposure, and employee dissatisfaction. This commitment to precision reflects the company's ethical standards, accountability, and ESG principles. Accurate payroll processing supports trust, employee morale, and operational efficiency, ensuring that all staff are compensated correctly, fairly, and consistently, reinforcing confidence in organizational governance.

6.8 Wage Dispute Resolution

YAPP INDIA provides a structured grievance mechanism to address employee concerns related to wage discrepancies or disputes. Complaints are received through formal channels, investigated impartially, and resolved promptly. Corrective actions are implemented and monitored to ensure effectiveness. Employees are informed of the resolution process and outcomes, ensuring transparency and fairness. This approach mitigates conflicts, promotes trust, and reinforces ethical wage practices. By clearly defining remediation procedures, YAPP INDIA demonstrates accountability, safeguards employee rights, and strengthens adherence to labor laws and ESG commitments. A fair dispute resolution process supports a harmonious, equitable, and transparent workplace environment.

6.9 Salary Policy Monitoring

YAPP INDIA actively monitors adherence to wage policies through audits, employee feedback, and periodic reviews. HR and ESG teams assess compliance with living wage principles, ensuring that policies are consistently applied across all employee categories. Deviations are corrected promptly, and trends are analyzed for continuous improvement. Monitoring supports accountability, transparency, and fairness in compensation practices. By maintaining vigilant oversight, YAPP INDIA ensures ethical wage management, legal compliance, and alignment with ESG standards. Effective monitoring reinforces trust, employee satisfaction, and workplace equity, mitigating risks associated with wage irregularities while promoting a culture of responsible and fair compensation practices.

6.10 Gender Pay Imbalance

YAPP INDIA promotes pay equity across all employees, irrespective of gender, age, or other demographics. Compensation for equivalent roles is regularly reviewed to identify and correct disparities. HR conducts benchmarking exercises and applies adjustments to ensure fairness. By addressing wage inequality, YAPP INDIA fosters diversity, inclusion, and equal opportunity. Transparent and equitable pay practices enhance employee engagement, retention, and morale. This approach demonstrates the organization’s commitment to ethical labor standards, social responsibility, and ESG principles. Ensuring compensation equity supports trust, mitigates legal and reputational risks, and reinforces a culture of fairness, respect, and accountability across the workforce.

6.11 Wage Commitment Noncompliance

YAPP INDIA requires all suppliers and contractors to comply with its living wage principles. Contracts include clear expectations for fair compensation, and compliance is monitored through audits and reviews. Non-compliant partners are subject to remediation measures or contract termination. By enforcing living wage commitments across the supply chain, YAPP INDIA demonstrates ethical procurement, human rights adherence, and ESG alignment. Ensuring contractors pay fair wages protects workers, reduces operational risks, and fosters responsible business practices. This approach reinforces the company’s commitment to fairness, social responsibility, and sustainable labor practices throughout its extended operations and partnerships.

6.12 Wage Cut Concern

YAPP INDIA commits to maintaining fair and living wages even during financial or operational challenges. Strategic planning ensures employees continue to receive adequate compensation during downturns, minimizing adverse impacts on their livelihood. HR monitors payroll adjustments carefully to prevent arbitrary reductions and communicates transparently with employees regarding any necessary changes. Maintaining wage stability reinforces trust, loyalty, and workforce morale. By upholding consistent compensation practices, YAPP INDIA demonstrates ethical labor management, ESG compliance, and resilience. This approach supports employee wellbeing, mitigates economic stress, and reflects the organization's commitment to responsible, fair, and sustainable wage policies under all circumstances.

6.13 Employee Pay Education

YAPP INDIA educates employees on their wage rights, calculation methods, and reporting channels through induction programs, training sessions, and internal communications. Employees are informed of living wage entitlements, overtime policies, and dispute mechanisms to ensure clarity and empowerment. Awareness initiatives enhance trust, reduce grievances, and promote transparency in compensation practices. By ensuring employees understand their rights, YAPP INDIA strengthens engagement, accountability, and compliance with labor laws. Clear communication supports ESG principles by fostering fair treatment, respect, and ethical governance. Educated employees are better equipped to identify discrepancies, utilize reporting mechanisms, and contribute to a culture of fairness and equity.

6.14 Proactive Standards Lacking

YAPP INDIA continuously benchmarks wages against industry peers, regional cost-of-living indices, and sectoral best practices to maintain competitiveness and fairness. Regular analyses identify gaps and inform adjustments to compensation policies. Benchmarking ensures employees are fairly remunerated, supports talent retention, and demonstrates commitment to ethical labor practices. HR and ESG teams review findings to align internal wages with market trends while upholding living wage principles. This proactive approach fosters equity, transparency, and accountability. By integrating benchmarking into wage management, YAPP INDIA mitigates talent attrition risks, reinforces employee satisfaction, and demonstrates alignment with ESG commitments and responsible corporate governance.

6.15 Wage Record Deficiency

YAPP INDIA maintains systematic documentation and reporting of all wage records, adjustments, and compliance measures. Payroll data, audits, and corrective actions are securely stored, ensuring accountability and traceability. HR regularly reviews records to verify accuracy, support audits, and facilitate regulatory reporting. Transparent documentation enables monitoring of wage policy implementation and supports timely identification of discrepancies.

By maintaining comprehensive records, YAPP INDIA ensures compliance with labor laws, fosters trust among employees, and demonstrates ethical governance. Effective reporting reinforces transparency, mitigates operational and reputational risks, and supports ESG commitments by promoting fairness, accountability, and responsible management of employee compensation.

7.0 ESG Objectives

1. Sustainability Issue : Labor Law Noncompliance
Objective : Ensure full compliance with labor laws
Measure : Number of noncompliance incidents
Target Value : ↓0

2. Sustainability Issue : Wage Fairness Challenge
Objective : Maintain fair wage distribution
Measure : % of employees receiving fair wages
Target Value : ↑100%

3. Sustainability Issue : Wage Payment Delays
Objective : Ensure timely payment of wages
Measure : % of payments made on time
Target Value : ↑100%

4. Sustainability Issue : Salary Value Decline
Objective : Prevent erosion of wage value
Measure : % of employees with consistent wage value
Target Value : ↑100%

5. Sustainability Issue : Temporary Wage Disparity
Objective : Minimize temporary wage gaps
Measure : Number of temporary disparities
Target Value : ↓0

9. Sustainability Issue : Salary Transparency Issue
Objective : Enhance transparency in salary structure
Measure : % of employees aware of pay structure
Target Value : ↑100%

7. Sustainability Issue : Inaccurate Payroll Processing
Objective : Ensure accurate payroll processing
Measure : Number of payroll errors
Target Value : ↓0

8. Sustainability Issue : Wage Dispute Resolution
Objective : Resolve disputes promptly
Measure : % of disputes resolved within 30 days
Target Value : ↑100%

9. Sustainability Issue : Salary Policy Monitoring
Objective : Monitor salary policies for compliance
Measure : Number of policy audits conducted
Target Value : ↑2

10. Sustainability Issue : Gender Pay Imbalance
Objective : Eliminate gender-based wage gaps
Measure : % of pay parity achieved
Target Value : ↑100%

11. Sustainability Issue : Wage Commitment Noncompliance
Objective : Ensure adherence to living wage commitment
Measure : Number of noncompliance cases
Target Value : ↓0

12. Sustainability Issue : Wage Cut Concern
Objective : Prevent unauthorized wage reductions
Measure : Number of wage cut incidents
Target Value : ↓0

13. Sustainability Issue : Employee Pay Education
Objective : Improve employee awareness of wage rights
Measure : % of employees trained
Target Value : ↑100%

14. Sustainability Issue : Proactive Standards Lacking
Objective : Establish proactive wage standards
Measure : Number of proactive standards implemented
Target Value : ↑2

15. Sustainability Issue : Wage Record Deficiency
Objective : Maintain accurate wage records
Measure : % of complete and accurate wage records
Target Value : ↑100

8.0 Applicable Standards, Laws, and Acts

- National: Minimum Wages Act (India),
- Payment of Wages Act,
- Shops and Establishments Act,
- Labor Codes.
- International (as applicable): Universal Declaration of Human Rights,
- ILO Fundamental Conventions,
- OECD Guidelines,
- UN Global Compact Principles,
- ISO 26000, GRI Standards.

9.0 Policy Distribution

This policy will be communicated across all YAPP INDIA operations through employee handbooks, internal portals, induction and refresher training programs. Copies will be displayed at notice boards and provided to contractors and suppliers to ensure awareness. Employees will acknowledge receipt and understanding of the policy. Transparent communication ensures that all employees and external stakeholders are aware of our living wage commitments, the methodology for wage calculation, and procedures for reporting any discrepancies or grievances. External partners and contractors will be encouraged to adopt similar practices.

10.0 Annual Review

The ESG Committee, together with HR and Finance, will conduct an annual review of living wage policies to ensure alignment with statutory changes, cost-of-living fluctuations, inflation indices, and international best practices. This review includes wage benchmarking against industry standards, audit of payroll records, and evaluation of employee feedback. Adjustments to wages will be recommended and implemented proactively to maintain fairness, legal compliance, and employee wellbeing. The review process also assesses the effectiveness of communication strategies, grievance resolution related to wages, and the integration of living wage commitments within the company's broader ESG framework.

11.0 Disciplinary Action for Policy Violators

Any employee, supervisor, or contractor found violating the living wage policy, including failing to ensure fair wage payments or misrepresenting wage data, will face disciplinary measures. Actions may include warnings, suspension, demotion, or termination depending on the severity of the violation. Persistent non-compliance may trigger legal action in accordance with national labor laws. Supervisors and managers responsible for payroll accuracy will be held accountable for negligence. Contractors and suppliers failing to comply with living wage requirements will be subject to contractual penalties, including termination of engagement. Violations are documented and monitored to prevent recurrence.

12.0 Reporting Mechanism

Employees and external stakeholders can report concerns or discrepancies regarding living wage payments through confidential channels including email, grievance. All reports will be documented, investigated impartially, and resolved in a timely manner. HR and ESG teams will communicate remediation actions to the complainant and maintain transparency while protecting confidentiality. Reports are reviewed to identify systemic issues, monitor compliance trends, and improve wage practices. Anonymous reporting options are available, and no retaliation will be tolerated against employees who raise concerns. Findings from reporting mechanisms are incorporated into annual reviews and ESG reporting.

13.0 Conclusion

YAPP INDIA is committed to continuously paying a living wage that reflects fairness, legal compliance, and ESG principles. The company recognizes that paying fair wages is not only a statutory requirement but a fundamental human right that supports employee wellbeing, morale, productivity, and sustainable business growth.

5. Safe Work Environment Policy

YAPP INDIA/SMS/POLICY- 05

1.0 Purpose

The purpose of this policy is to ensure fair, safe, and humane working conditions for all employees. YAPP INDIA is committed to providing adequate wages, social benefits, reasonable working hours, work-life balance, and safe work environments. The policy aligns with ESG principles and international labor standards, supporting employee satisfaction, retention, and productivity.

2.0 Scope of Application

This policy applies to all YAPP INDIA employees, including permanent, temporary, contract, and outsourced staff. It covers manufacturing units, assembly lines, warehouses, administrative offices, and other operational facilities. The geographical scope encompasses all YAPP INDIA locations across India, ensuring consistent application of wage and labor standards nationwide.

3.0 Governance

The Board of Directors provides oversight of policy implementation and ESG compliance. HR and Operations Teams are responsible for monitoring working conditions, conducting employee surveys, and implementing necessary improvements. The ESG Committee conducts regular audits of workplace practices and reports findings to management to ensure accountability and continuous enhancement.

4.0 Definition of Terms

- **Living Wage:** The minimum remuneration required for employees to afford essential needs such as food, housing, healthcare, and education, ensuring a decent standard of living.
- **Continuous Payment:** A consistent and ongoing wage practice that maintains or adjusts employee compensation in line with inflation, cost of living, or legal/statutory requirements.
- **ESG Compliance:** The practice of ensuring wage policies and compensation structures adhere to environmental, social, and governance principles, promoting fairness, accountability, and ethical labor standards.

5.0 Roles and Responsibilities

- **Management:** Approves resources, ensures compliance, and supports policy implementation.
- **HR Department:** Monitors wages, benefits, work hours, conducts employee surveys, and addresses grievances.

- **Operations Supervisors:** Ensure safe and ethical working conditions on-site.
- **Employees:** Report concerns regarding working conditions and participate in surveys.
- **ESG Committee:** Reviews practices, audits compliance, and recommends improvements.

6.0 Safe Work Environment Policy

6.1 Employee Hours Standards

YAPP INDIA is committed to ensuring fair and responsible working hours for all employees. We use electronic time-tracking systems and conduct regular audits to monitor attendance, overtime, and shift patterns. This helps identify irregularities and ensures compliance with statutory requirements. Any deviations are addressed promptly to prevent overwork and fatigue. By maintaining balanced schedules, we safeguard employee health and well-being while also meeting production needs responsibly. Our approach emphasizes transparency, fairness, and accountability, ensuring that employees are not overburdened, while the company continues to function efficiently and sustainably in line with labor regulations.

6.2 Employee Family Support

YAPP INDIA recognizes the importance of supporting employees in balancing their professional and family responsibilities. We offer family-friendly programs such as paid parental leave, caregiving leave, flexible return-to-work arrangements, and childcare allowances. Protection against discrimination or dismissal due to maternity or paternity responsibilities is strictly enforced. These measures extend to employees responsible for eldercare or dependents, ensuring inclusivity. By providing supportive policies, we promote employee loyalty, reduce turnover, and foster a healthier work–life balance. Our family-friendly programs reflect our commitment to inclusivity, respect, and long-term employee well-being, helping employees thrive both professionally and personally.

6.3 Remuneration Insufficiency Concern

YAPP INDIA is committed to providing all employees with fair and competitive wages and benefits that meet or exceed statutory minimums and living wage standards. Compensation structures are reviewed regularly to ensure alignment with cost of living, industry benchmarks, and international best practices. Benefits include healthcare, retirement plans, and other social protections that contribute to employees' financial and personal well-being. The company actively monitors remuneration policies to prevent inequities and ensures that employees are rewarded appropriately for their skills, experience, and contributions, reinforcing a culture of fairness and ESG-aligned labor practices.

6.4 Labor Grievance Mechanism

YAPP INDIA maintains a robust grievance mechanism to address concerns regarding working conditions, compensation, benefits, or hours of work. Employees can raise concerns confidentially through multiple channels such as emails, or suggestion boxes without fear of retaliation. All grievances are investigated fairly, resolved within defined timelines, and communicated transparently to employees. This process ensures accountability and builds trust between management and staff. By encouraging open communication, we create a safe and supportive workplace environment. The grievance mechanism helps prevent recurring issues and promotes fairness, equality, and respect across the organization.

6.5 Excessive Working Hours

YAPP INDIA enforces strict adherence to statutory limits on working hours and overtime while ensuring employees receive adequate rest periods. Scheduling practices are regularly reviewed to prevent excessive workloads, fatigue, or burnout. The company promotes sustainable work practices aligned with ESG commitments, encouraging work-life balance. Supervisors are trained to monitor hours, ensure compliance, and provide flexibility when operational requirements permit. Continuous monitoring, feedback from employees, and internal audits guarantee that working hours remain within safe and legal limits. Corrective actions are implemented promptly for deviations, emphasizing employee wellbeing, productivity, and compliance with labor regulations.

6.6 Unsafe Work Environment

YAPP INDIA is dedicated to maintaining safe and healthy workplaces across all facilities. This includes provision of appropriate personal protective equipment, ongoing safety training, hazard identification, and regular risk assessments. The company implements robust health and safety management systems to prevent accidents, injuries, and occupational illnesses. Safety protocols, emergency preparedness measures, and reporting channels are in place to ensure rapid response to incidents. Employees are encouraged to actively participate in safety programs and report hazards. The organization continuously improves workplace conditions by learning from audits, near misses, and feedback, fostering a culture of safety and ESG compliance.

6.7 Employee Benefits Deficiency

Employees at YAPP INDIA are provided comprehensive social protection, including healthcare, retirement benefits, and additional welfare provisions that exceed statutory requirements. Where government support is limited, the company ensures supplementary coverage to maintain employees' wellbeing. Healthcare programs include regular medical check-ups, insurance coverage, and wellness initiatives. Pension schemes and retirement planning assistance support long-term financial security. Social protection measures are periodically reviewed and updated to align with evolving labor regulations and ESG standards. By prioritizing employee welfare, YAPP INDIA fosters trust, retention, and productivity, ensuring all staff can work in a supportive, secure, and health-conscious environment.

6.8 Extra Hours Remuneration

YAPP INDIA ensures that employees are compensated fairly for overtime, night shifts, and work on holidays or rest days. Compensation is provided in line with labor laws and, wherever possible, exceeds minimum statutory requirements. Our framework includes overtime pay, night-shift allowances, and compensatory time-off options. All employees are informed about their entitlements, and payments are processed transparently. This ensures fairness, builds trust, and supports employee well-being. By recognizing additional effort through appropriate compensation, we not only maintain compliance but also reinforce our culture of equity, respect, and appreciation for the contributions of our workforce

6.9 Insufficient Work-Life Balance

YAPP INDIA promotes policies that support employees' ability to balance work and personal life effectively. Flexible working arrangements, paid leave, and encouragement of a right-to-disconnect culture are implemented to prevent burnout and enhance wellbeing. Supervisors are trained to respect personal time while ensuring operational efficiency. Programs and initiatives support mental health, family responsibilities, and leisure, contributing to holistic employee satisfaction. Feedback mechanisms allow staff to highlight work-life challenges, which are addressed through policy adjustments. By fostering a balanced workplace, the company enhances morale, productivity, and loyalty while aligning with ESG principles that emphasize human-centered operational practices.

6.10 Discrimination Risk Assessment

YAPP INDIA ensures all employees receive equitable treatment in terms of wages, benefits, work assignments, and access to opportunities, regardless of gender, age, caste, ethnicity, religion, or other protected characteristics. Policies are in place to prevent discrimination, and supervisors are trained to enforce inclusivity. Regular audits and employee feedback mechanisms monitor fairness and identify any inequities. The company promotes diversity, equity, and inclusion throughout operations, integrating these principles into recruitment, promotion, and workplace interactions. Corrective measures are implemented when disparities are identified. This approach supports a respectful, safe, and equitable work environment aligned with international labor standards and ESG principles.

6.11 Medical Benefits Program

YAPP INDIA provides comprehensive healthcare coverage to safeguard the well-being of employees and their families. Our health programs include insurance for medical treatments, reimbursement for hospital expenses, and preventive care initiatives such as annual health check-ups. Both work-related and non-work-related illnesses and injuries are covered under the company's healthcare schemes. Dependents are also supported to ensure peace of mind for employees. We focus on timely, quality healthcare access that reduces absenteeism and enhances productivity. This commitment reflects our belief that employee health is a cornerstone of organizational success and long-term sustainable workforce development.

6.12 Injury Prevention Deficiency

YAPP INDIA prioritizes ergonomic workplace design to minimize strain, fatigue, and repetitive motion injuries. Workstations, tools, and task arrangements are regularly assessed and optimized for employee health and safety. Job rotation, posture guidance, and ergonomic training programs are implemented to reduce musculoskeletal risks. Continuous monitoring and employee feedback help identify areas for improvement. Corrective actions, including adjustable equipment and workstation redesign, are applied as needed. By fostering an ergonomically sound environment, YAPP INDIA supports physical wellbeing, productivity, and job satisfaction. These measures align with ESG commitments to employee health, workplace safety, and sustainable labor practices.

6.13 Wage Compliance Measures

At YAPP INDIA, we recognize that fair and adequate wages are essential for employee satisfaction, productivity, and long-term retention. Our wages are benchmarked against industry standards and reviewed regularly to ensure competitiveness. We consider inflation, cost of living, and local wage regulations when determining adjustments. By going beyond statutory minimum wages, we protect employees from financial stress and enhance their quality of life. Regular wage assessments and transparent communication of salary structures foster trust and motivation, while our proactive wage management practices reflect our strong commitment to fairness, social responsibility, and sustainable workforce growth.

6.14 Fair Pay Disclosure

YAPP INDIA promotes transparency in its remuneration practices by clearly communicating salary structures, benefits, and performance-linked incentives. Employees are provided with accessible information through handbooks, intranet portals, and interactive sessions such as town halls. We ensure that all team members understand how their pay is structured, including eligibility for bonuses, allowances, and career-based progression. Transparent communication not only builds trust but also empowers employees to plan their future confidently. By creating an open environment where remuneration practices are understood, we strengthen fairness, reduce misunderstandings, and demonstrate our commitment to accountability and responsible human resource management.

6.15 Employee Schedule Options

At YAPP INDIA, flexibility in work arrangements is encouraged to support employees in managing personal and professional responsibilities. Options such as telecommuting, flexi-time, job-sharing, and part-time roles are available where operationally feasible. Transparent guidelines ensure that flexibility is granted fairly across the organization. These arrangements reduce stress, minimize absenteeism, and increase employee engagement. Flexibility helps attract and retain talent, while also fostering a culture of mutual trust and respect. By integrating adaptable work structures, we enable employees to balance life commitments workplace sustainability.

6.16 Employee Feedback Deficiency

YAPP INDIA conducts regular employee surveys and feedback sessions to gauge satisfaction with working conditions, benefits, and organizational culture. The results inform policy updates, training programs, and operational improvements. By actively listening to employees, the company identifies potential issues early and implements corrective measures. Surveys assess morale, engagement, safety perceptions, and satisfaction with compensation and career development opportunities. Benchmarking against industry standards ensures competitiveness. This systematic approach allows YAPP INDIA to enhance retention, promote employee wellbeing, and maintain a positive workplace culture while ensuring that working conditions meet ESG objectives and global best practices.

6.17 Workplace Experience Survey

To ensure continuous improvement, YAPP INDIA conducts annual employee satisfaction surveys. These surveys assess employee morale, workplace culture, benefits, career development opportunities, and overall job satisfaction. By gathering candid feedback, we gain valuable insights into employee needs and areas requiring improvement. Results are analyzed and translated into structured action plans that address identified gaps. Employees are informed about the changes implemented based on their feedback, reinforcing trust and inclusivity. This process ensures our policies and practices remain aligned with employee expectations, supporting a thriving workplace environment and fostering a culture of transparency and continuous growth.

7.0 ESG Objectives

1. Sustainability Issue : Employee Hours Standards
Objective : Ensure compliance with regulated working hours
Measure : % of employees adhering to standard working hours
Target Value : 100% ⬆

2. Sustainability Issue : Employee Family Support
Objective : Promote programs supporting employee family needs
Measure : % of employees availing family support programs
Target Value : 70% ⬆

3. Sustainability Issue : Remuneration Insufficiency Concern
Objective : Ensure fair and adequate compensation
Measure : % of employees receiving minimum benchmark salary
Target Value : 100% ⬆

4. Sustainability Issue : Labor Grievance Mechanism
Objective : Strengthen channels for employee grievance reporting
Measure : % of grievances resolved within stipulated timeframe
Target Value : 75% ⬆

5. Sustainability Issue : Excessive Working Hours
Objective : Prevent overwork and burnout among employees
Measure : % of employees exceeding maximum working hours
Target Value : 5% ⬇

6. Sustainability Issue : Unsafe Work Environment
Objective : Ensure a safe and hazard-free workplace
Measure : % of workstations compliant with safety standards
Target Value : 100% ⬆

7. Sustainability Issue : Employee Benefits Deficiency
Objective : Provide comprehensive employee benefits
Measure : % of employees enrolled in full benefits program
Target Value : 100% ⬆

8. Sustainability Issue : Extra Hours Remuneration
Objective : Ensure fair compensation for overtime work
Measure : % of overtime hours compensated accurately
Target Value : 80% ⬆

9. Sustainability Issue : Insufficient Work-Life Balance
Objective : Promote work-life balance initiatives
Measure : % of employees participating in work-life programs
Target Value : 60% ⬆

10. Sustainability Issue : Discrimination Risk Assessment
Objective : Identify and mitigate workplace discrimination risks
Measure : % of employees covered under risk assessment programs
Target Value : 100% ⬆

11. Sustainability Issue : Medical Benefits Program
Objective : Ensure access to healthcare for employees
Measure : % of employees covered under medical benefits
Target Value : 100% ⬆

12. Sustainability Issue : Injury Prevention Deficiency
Objective : Minimize workplace injuries through preventive measures
Measure : Number of workplace injuries reported
Target Value : 1 ⬇

13. Sustainability Issue : Wage Compliance Measures
Objective : Ensure compliance with statutory wage regulations
Measure : % of employees receiving compliant wages
Target Value : 100% ↑

14. Sustainability Issue : Fair Pay Disclosure
Objective : Promote transparency in salary and benefits
Measure : % of employees with access to pay disclosure statements
Target Value : 80% ↑

15. Sustainability Issue : Employee Schedule Options
Objective : Provide flexible work scheduling options
Measure : % of employees with access to flexible schedules
Target Value : 65% ↑

16. Sustainability Issue : Employee Feedback Deficiency
Objective : Strengthen employee feedback mechanisms
Measure : % of feedback submitted that receives response/action
Target Value : 75% ↑

17. Sustainability Issue : Workplace Experience Survey
Objective : Monitor and improve employee workplace satisfaction
Measure : % of employees participating in survey
Target Value : 85% ↑

8.0 Applicable Standards, Laws, and Acts

- National: Minimum Wages Act,
- Shops and Establishments Act, I
- Industrial Employment (Standing Orders) Act,
- Labor Codes.
- International (as applicable): Universal Declaration of Human Rights,
- ILO Fundamental Conventions,
- OECD Guidelines for Multinational Enterprises,
- UN Global Compact, ISO 26000,
- GRI Standards,
- OHSAS 18001 / ISO 45001.

9.0 Policy Distribution

The policy will be communicated through employee handbooks, induction programs, internal portals, notice boards, and contractor briefings. All employees and outsourced staff must acknowledge receipt. HR ensures employees understand rights, benefits, working hours, and work-life balance policies. External stakeholders, including contractors and suppliers, will receive the policy and be encouraged to align with these standards. Periodic training sessions reinforce understanding, and regular updates will be communicated to maintain awareness. Transparent communication ensures employees are aware of grievance procedures, reporting channels, and the company's commitments to fair remuneration, safe workplaces, and social protections, fostering trust and accountability.

10. Annual Review

YAPP INDIA conducts an annual review of working conditions through audits, employee satisfaction surveys, grievance data analysis, and benchmarking against industry standards. HR and the ESG Committee evaluate wages, benefits, work hours, social protections, and safety measures. Recommendations for improvements, wage adjustments, and work-life balance initiatives are implemented based on findings. The review ensures continued compliance with national labor laws, international standards, and ESG objectives. Outcomes are documented, and progress is reported to the Board. Feedback from employees, contractors, is considered to refine working condition strategies, address gaps, and enhance overall employee satisfaction, retention, and productivity.

11.0 Disciplinary Action for Policy Violators

Violations of this policy by employees, supervisors, or contractors may result in disciplinary measures, including warnings, suspension, demotion, or termination depending on severity. Failure to comply with labor laws, unsafe work practices, or discrimination in remuneration or benefits will trigger corrective actions. Contractors and suppliers not adhering to working condition standards may face penalties or termination of contracts.

All incidents are documented and investigated by HR and ESG teams. Continuous monitoring ensures preventive measures are implemented, promoting accountability, ethical behavior, and safe and fair workplaces. Disciplinary actions are applied consistently to maintain integrity of the policy.

12.0 Reporting Mechanism

Employees and stakeholders can report concerns related to working conditions via confidential channels, including grievance portals, email, or reports are documented, investigated impartially, and resolved in a timely manner. HR and ESG teams ensure transparency while maintaining confidentiality to protect whistleblowers. Feedback mechanisms also collect employee suggestions on work hours, social benefits, and safety measures.

Reporting trends are analyzed to identify systemic issues and improve working conditions. Anonymous reporting options are provided, and no retaliation is tolerated. Outcomes are communicated to affected parties, and data is incorporated into annual reviews and ESG reporting to demonstrate continuous improvement.

13.0 Conclusion

YAPP INDIA is committed to fostering fair, safe, and supportive working conditions, ensuring employees receive adequate wages, benefits, and protections. This policy strengthens work-life balance, promotes employee satisfaction, aligns with ESG principles, and meets international labor standards, supporting a sustainable and productive workforce.

6. Dignity Protection Mechanism Policy

YAPP INDIA/SMS/POLICY- 06

1.0 Purpose

The purpose of this policy is to provide a fair, transparent, and accessible grievance mechanism to address complaints of discrimination and harassment faced by external stakeholders, employees, and partners. It ensures respect for human rights, promotes workplace equity, and strengthens trust in YAPP INDIA's ethical and sustainable operations.

2.0 Scope of Application

This policy applies to all employees, contract workers, customers, suppliers, business partners, and community members interacting with YAPP INDIA across all operations in India and abroad. It covers the manufacturing, assembly, and distribution value chain, ensuring protection from discrimination and harassment regardless of gender, race, religion, or background.

3.0 Governance

The governance of this policy rests with YAPP INDIA's ESG Steering Committee, chaired by senior management. The committee oversees policy implementation, monitoring, grievance resolution, and reporting to the Board. Independent third-party auditors may be engaged to assess compliance with international human rights standards and ensure impartiality in grievance redressal.

4.0 Definition of Terms

- **Discrimination:** Unfair treatment based on gender, caste, race, religion, disability, age, or other protected characteristics.
- **Harassment:** Unwelcome verbal, physical, or psychological conduct that creates a hostile environment.
- **Grievance Mechanism:** Formal process for stakeholders to submit complaints and receive timely, fair resolutions.
- **Remediation:** Corrective actions to support victims, prevent recurrence, and ensure accountability.

5.0 Roles and Responsibilities

- **Management:** Ensure enforcement, allocate resources, monitor outcomes.
- **Employees:** Respect diversity, report incidents, and cooperate in investigations.
- **HR & ESG Team:** Maintain grievance channels, ensure confidentiality, and track KPIs.
- **External Stakeholders:** Use grievance mechanism when affected, without fear of retaliation.

6.0 Dignity Protection Mechanism Policy

6.1 Limited Complaint Channels

YAPP INDIA ensures that all grievance reporting channels are inclusive and accessible, reaching employees, contractors, and external stakeholders regardless of their location or role. To eliminate barriers, the company provides multilingual communication tools, and offline methods, ensuring no worker is left without the ability to raise concerns. Special emphasis is placed on reaching, guaranteeing equal opportunity to report issues. YAPP INDIA commits to ensuring transparency, responsiveness, and inclusivity, affirming that every stakeholder has the right to be heard without limitations or discrimination in grievance management processes.

6.2 Whistleblower Protection Failure

YAPP INDIA maintains a strict zero-tolerance policy towards retaliation against whistleblowers. Employees and stakeholders who report grievances, misconduct, or unethical practices are assured full confidentiality, anonymity where required, and absolute protection. The company enforces safeguards that prevent direct or indirect forms of reprisal, ensuring whistleblowers do not face discrimination, intimidation, or career setbacks. Leadership and HR play a proactive role in monitoring outcomes and addressing concerns to reinforce a culture of trust. Employees are encouraged to raise issues freely, knowing their rights and safety will be preserved. Retaliation breaches attract severe disciplinary actions, upholding integrity and accountability.

6.3 Delayed Grievance Resolution

YAPP INDIA is committed to resolving grievances swiftly and fairly, ensuring timely justice for affected stakeholders. All complaints are acknowledged within 48 hours, with full resolution targeted within 30 days to prevent prolonged distress or uncertainty. Dedicated grievance officers monitor timelines, ensuring adherence to these commitments. Escalation procedures are in place for complex cases requiring additional intervention. By maintaining promptness in response, YAPP INDIA reduces risks of frustration, mistrust, and disengagement among employees and stakeholders. This proactive approach reflects the organization’s emphasis on transparency, accountability, and fairness in grievance redressal, reinforcing trust in company processes and governance systems.

6.4 Worker Rights Unawareness

YAPP INDIA recognizes that awareness of rights is fundamental to preventing discrimination and harassment. Comprehensive training programs, workshops, and awareness campaigns are conducted regularly for employees, suppliers, and communities. These programs emphasize rights under national laws, company policies, and international labor standards. Training includes practical examples and real-life scenarios, helping individuals identify, resist, and report misconduct.

By equipping stakeholders with knowledge, YAPP INDIA fosters a culture of respect, empowerment, and accountability. Community engagement initiatives extend this awareness beyond the workplace, ensuring that partners and neighbors are also educated about their rights to equality, dignity, and protection.

6.5 Gender-Based Discrimination

YAPP INDIA enforces a zero-tolerance policy for gender-based discrimination across all operations. Equal opportunity is a guiding principle in recruitment, promotions, pay structures, and professional development. Policies ensure that all genders are treated equitably and provided with a safe and supportive workplace environment. Gender-sensitive practices are integrated into management decisions, performance evaluations, and workplace culture. YAPP INDIA also commits to providing maternity, paternity, and family support benefits, ensuring equal access to resources and advancement. Violations are addressed with seriousness, reinforcing that respect, inclusion, and fairness are non-negotiable. The company actively promotes gender balance in leadership and operations.

6.6 Caste Discrimination Concern

YAPP INDIA strictly prohibits caste or religion-based discrimination, harassment, or bias in all organizational practices. Respect for cultural diversity and inclusion forms the cornerstone of the company's operations. The policy applies to hiring, promotions, workplace behavior, and external engagements, ensuring every individual feels valued and respected irrespective of their identity. Awareness campaigns and training modules are conducted to sensitize employees about unconscious bias and the importance of inclusivity. Any violation of this principle is dealt with firmly through corrective and disciplinary actions. YAPP INDIA remains committed to building a workplace free of social and cultural prejudices.

6.7 Supplier Non-Compliance

YAPP INDIA ensures its commitment to anti-discrimination extends beyond internal operations to suppliers, contractors, and business partners. Suppliers must align with company standards and contractual obligations on non-discrimination and ethical practices. Compliance is monitored through regular audits, training sessions, and performance reviews. Non-compliance is addressed through corrective measures, and persistent violations may result in contract termination. By holding its supply chain accountable, YAPP INDIA reinforces responsible business practices, ensuring its ESG commitments are reflected throughout the value chain. Collaboration with suppliers is prioritized to build understanding, capacity, and compliance, creating a fair, inclusive, and sustainable business ecosystem.

6.8 Harassment at the Workplace

YAPP INDIA maintains a safe, harassment-free workplace as a non-negotiable standard. Harassment in any form—verbal, physical, or psychological—is strictly prohibited, with systems in place for confidential reporting and impartial investigation. Complaints are addressed sensitively, ensuring dignity, fairness, and support for victims. Preventive measures include awareness campaigns, training programs, and workplace monitoring. Employees are encouraged to voice concerns without fear of retaliation. Leadership plays an active role in reinforcing zero tolerance and fostering a culture of respect. By embedding these practices, YAPP INDIA strengthens employee confidence and wellbeing, building a positive work environment aligned with global ethical standards.

6.9 Vendor Harassment Concern

YAPP INDIA extends workplace protections beyond internal employees to cover interactions with vendors, contractors, customers, and other third parties. The company recognizes that harassment may occur in external engagements and ensures equal seriousness in handling such complaints. Policies empower employees and stakeholders to report third-party misconduct through the same grievance channels. Investigations are impartial, with accountability enforced through contractual obligations and corrective actions. Vendor and customer relationships are managed under clear guidelines that prohibit inappropriate behavior. This approach ensures employees feel secure in all professional interactions while reinforcing YAPP INDIA's ethical and ESG-aligned business practices externally.

6.10 Insufficient Victim Assistance

YAPP INDIA prioritizes holistic support for victims of discrimination or harassment, recognizing the need for both resolution and recovery. The company provides access to counseling, psychological support, medical care, and rehabilitation services as required. Victims are guided through the grievance process with sensitivity and respect, ensuring dignity and confidentiality are preserved. Additional measures, such as temporary reassignment or workload adjustments, are available to support recovery. Beyond immediate resolution, the company emphasizes long-term wellbeing, ensuring that victims do not face retaliation or ongoing harm. This comprehensive support framework reflects YAPP INDIA's human-centric approach to workplace justice.

6.11 Confidentiality Breach

YAPP INDIA guarantees strict confidentiality in grievance management, ensuring the privacy and dignity of individuals involved. Grievances are handled discreetly, with information limited to those directly responsible for investigation and resolution. Employees and stakeholders can report concerns knowing their identities and details will remain protected. Breaches of confidentiality are treated as serious misconduct and addressed with disciplinary measures. Continuous training and monitoring strengthen adherence to confidentiality protocols.

By prioritizing discretion, YAPP INDIA builds trust in grievance systems, empowering employees to come forward without fear of exposure or stigma, thereby reinforcing integrity, fairness, and accountability in organizational practices.

6.12 Inadequate Training for Managers

YAPP INDIA mandates annual training for all managers and supervisors on preventing, identifying, and addressing discrimination and harassment. Training ensures leaders understand their responsibilities, legal obligations, and organizational commitments to equality and fairness. Role-specific modules equip managers with practical tools to respond effectively and sensitively to complaints. The training also addresses unconscious bias, cultural sensitivity, and inclusivity, fostering leadership accountability. Continuous evaluation of training outcomes ensures effectiveness and alignment with evolving workplace challenges. By equipping managers with knowledge and skills, YAPP INDIA strengthens its organizational culture, ensuring leadership acts as role models in upholding ethical practices.

6.13 Community Complaint Escalation

YAPP INDIA extends its grievance mechanisms to neighboring communities impacted by its operations. Community members have access to reporting channels to raise concerns regarding harassment, discrimination, or misconduct related to company activities. These complaints are treated with seriousness, transparency, and fairness, ensuring timely resolution and feedback. Community engagement programs and awareness campaigns build trust and encourage open communication. By integrating community-level grievance redressal into its operations, YAPP INDIA reinforces its role as a responsible corporate citizen. This approach demonstrates respect for human rights, promotes social harmony, and strengthens the company's ESG commitment to inclusive, community-oriented development.

6.14 Inconsistent Rule Enforcement

YAPP INDIA ensures that anti-discrimination and anti-harassment policies are applied consistently across all departments, functions, and geographies. Uniform enforcement prevents gaps or bias in handling cases and ensures all employees and stakeholders are treated equally. Regular audits and compliance checks monitor implementation, while managers receive training to standardize practices. Leadership oversight ensures no unit deviates from policy commitments. By applying policies fairly and transparently, YAPP INDIA reduces risks of inequity and reinforces organizational credibility. This consistent enforcement strengthens employee trust, operational integrity, and ESG alignment, ensuring fairness and justice are upheld across the company's diverse operations.

6.15 Limited Remediation Measures

YAPP INDIA recognizes that grievance redressal must go beyond disciplinary actions to include systemic corrective measures. Policies are continuously reviewed and updated based on grievances, audits, and stakeholder feedback. Preventive actions, awareness-building initiatives, and structural improvements are implemented to address root causes of issues. Corrective measures may include revising workplace practices, enhancing training, or strengthening leadership accountability. This forward-looking approach ensures grievances lead to long-term improvements rather than temporary fixes. By emphasizing prevention and remediation, YAPP INDIA creates a culture of continuous learning and improvement, strengthening workplace integrity, employee trust, and compliance with ESG principles.

7.0 ESG Objectives

1. Sustainability Issue : Limited Complaint Channels
Objective : Expand access to complaint mechanisms
Measure : Number of active complaint channels
Target Value : ↑2

2. Sustainability Issue : Whistleblower Protection Failure
Objective : Ensure protection for whistleblowers
Measure : Number of retaliation cases
Target Value : ↓0

3. Sustainability Issue : Delayed Grievance Resolution
Objective : Resolve grievances in a timely manner
Measure : % of grievances resolved within 30 days
Target Value : ↑95%

4. Sustainability Issue : Worker Rights Unawareness
Objective : Increase awareness of worker rights
Measure : % of employees trained on rights
Target Value : ↑100%

5. Sustainability Issue : Gender-Based Discrimination
Objective : Eliminate gender-based discrimination cases
Measure : Number of cases reported
Target Value : ↓0

6. Sustainability Issue : Caste Discrimination Concern
Objective : Prevent caste-based discrimination
Measure : Number of cases reported
Target Value : ↓0

7. Sustainability Issue : Supplier Non-Compliance
Objective : Ensure supplier compliance with grievance policy
Measure : % of compliant suppliers
Target Value : ↑100%

8. Sustainability Issue : Harassment at the Workplace
Objective : Eliminate workplace harassment
Measure : Number of harassment cases reported
Target Value : ↓0

9. Sustainability Issue : Vendor Harassment Concern
Objective : Prevent harassment involving vendors
Measure : Number of vendor-related complaints
Target Value : ↓0

10. Sustainability Issue : Insufficient Victim Assistance
Objective : Strengthen support for victims
Measure : % of victims receiving assistance
Target Value : ↑100%

11. Sustainability Issue : Confidentiality Breach
Objective : Protect confidentiality in grievance handling
Measure : Number of breaches reported
Target Value : ↓0

12. Sustainability Issue : Inadequate Training for Managers
Objective : Train managers on grievance handling
Measure : % of managers trained
Target Value : ↑100%

13. Sustainability Issue : Community Complaint Escalation
Objective : Address community-level grievances
Measure : Number of escalated community complaints resolved
Target Value : ↑40

14. Sustainability Issue : Inconsistent Rule Enforcement
Objective : Standardize grievance policy enforcement
Measure : % of consistent enforcement cases
Target Value : ↑100%

15. Sustainability Issue : Limited Remediation Measures
Objective : Strengthen remediation processes
Measure : % of grievances with remediation applied
Target Value : ↑100%

8.0 Applicable Standards, Laws, and Acts

- International (as applicable): Universal Declaration of Human Rights,
- ILO Fundamental Conventions,
- UN Global Compact (10 Principles),
- OECD Guidelines for Multinational Enterprises,
- ISO 26000, OHSAS 18001, GRI Standards.
- National (India): Constitution of India (Articles 14, 15, 21),
- POSH Act 2013, Industrial Employment (Standing Orders) Act 1946,
- Equal Remuneration Act 1976,
- Rights of Persons with Disabilities Act 2016.

9.0 Policy Distribution

This policy will be distributed to all employees, suppliers, contractors, and business partners through employee handbooks, onboarding programs, and posters will be displayed across workplace premises, and the policy will be accessible on the company website. External stakeholders, such as customers and community members, will be informed about grievance channels through awareness campaigns, supplier training sessions, and ESG reports. Communication will be inclusive, ensuring accessibility for individuals with language, literacy, or geographical barriers. Updates to the policy will be communicated promptly to ensure awareness, transparency, and stakeholder confidence in YAPP INDIA's commitment to human rights.

10.0 Annual Review

The grievance mechanism policy will undergo an annual review by the ESG Steering Committee in collaboration with HR, Legal, and Compliance teams. The review will assess the effectiveness of reporting mechanisms, response times, remediation processes, and compliance with updated international standards and national regulations. Stakeholder feedback will be incorporated to strengthen inclusivity and accessibility. Independent audits may be conducted to evaluate fairness and impartiality. Based on findings, corrective actions, additional training, and system improvements will be implemented. The results of the review will be disclosed in YAPP INDIA's annual ESG report, ensuring accountability and continuous improvement.

11.0 Disciplinary Action for Policy Violators

Any employee, contractor, supplier, or partner found guilty of discrimination or harassment will face strict disciplinary action, including verbal/written warnings, suspension, contract termination, or legal proceedings depending on the severity of the violation. Supervisors and managers who fail to address complaints or retaliate against whistleblowers will be held accountable. Repeat violations will result in escalated penalties. For external stakeholders, YAPP INDIA reserves the right to discontinue business relationships with violators. Disciplinary measures will be fair, impartial, and documented, with full confidentiality maintained. The company ensures due process while upholding zero tolerance toward discrimination and harassment.

12.0 Reporting Mechanism

Grievances can be reported through multiple confidential channels, including dedicated email, grievance boxes, or directly to HR/ESG teams. Anonymous reporting is permitted. Complaints will be acknowledged within 48 hours and investigated promptly, with outcomes communicated within 30 days. The system ensures accessibility for all stakeholders, including minorities, differently-abled persons, and external communities. Confidentiality and protection from retaliation are guaranteed. Independent ombudsman services may be engaged for sensitive cases. Regular training will be conducted to ensure stakeholders are aware of their rights and reporting options. All cases will be logged, tracked, and included in annual ESG disclosures.

13.0 Conclusion

YAPP INDIA reaffirms its commitment to eliminating discrimination and harassment across its value chain. By ensuring accessibility, non-retaliation, confidentiality, and effective remediation, the company safeguards the dignity of all stakeholders. This grievance mechanism strengthens ESG integration, supports human rights, and reinforces our reputation as a responsible automotive manufacturing partner.

7. Employee Growth Development Policy

YAPP INDIA/SMS/POLICY- 07

1.0 Purpose

The purpose of this policy is to establish a structured framework for career management and training at YAPP India, ensuring equal access to career development, continuous learning, and professional growth. This policy reinforces our ESG commitments by integrating human capital development into business strategy, reducing turnover, and creating long-term value for employees and stakeholders.

2.0 Scope of Application

This policy applies to all employees of YAPP India across all departments, functions, and operations in India. It covers career planning, skills training, performance evaluation, and professional development. It applies to all employees, contract staff, and trainees, ensuring inclusivity and alignment with both local and international ESG standards.

3.0 Governance

Governance of this policy rests with the HR Department under oversight of the Board ESG Committee. Senior management ensures implementation, resource allocation, and compliance with applicable laws. Employees are accountable for participating in training, and managers are responsible for fair career evaluations. Annual reporting will ensure accountability and transparency.

4.0 Definitions

- **Career Management**: Structured processes to guide employee growth, mobility, and promotion.
- **Training & Development**: Programs enhancing technical, behavioral, and ESG-related skills.
- **Skills Development**: Acquisition of competencies needed for current/future roles.
- **Evaluation**: Periodic assessment of performance, skills, and growth potential.
- **Mobility**: Opportunities for horizontal/vertical movement within the organization.

5.0 Roles & Responsibilities

- **Board ESG Committee**: Strategic oversight and policy approval.
- **HR Department**: Policy design, implementation, documentation, and reporting.
- **Line Managers**: Identify training needs, conduct fair appraisals, provide feedback.
- **Employees**: Active participation in learning programs and self-development.
- **Training Partners**: Provide accredited learning and certifications aligned with industry best practices.

6.0 Employee Growth Development Policy

6.1 Individual Progress Plan

Every employee at YAPP INDIA is supported with a personalized Individual Development Plan (IDP), ensuring structured career growth that aligns personal aspirations with organizational goals. IDPs capture short- and long-term ambitions, skill-building areas, and practical action steps, providing a roadmap for advancement. Managers, supported by HR, play a guiding role through mentorship, coaching, and career counseling, helping employees realize their potential. Development opportunities include role rotations, project assignments, and specialized training. This structured approach promotes long-term retention, enhances employee engagement, and builds a workforce capable of supporting YAPP INDIA's ESG-driven growth strategy, ensuring career development is fair, transparent, and impactful

6.2 Growth Path Constraints

To combat career stagnation, YAPP India emphasizes transparent evaluation, promotion, and mobility opportunities for its employees. Career progression will be based on merit, demonstrated readiness, and competency development. Both vertical and horizontal mobility will be supported through clear career path planning, mentorship programs, and targeted development assignments. This ensures employees are continually motivated and engaged with visible career growth opportunities. By offering cross-functional exposure, YAPP India not only strengthens its talent pipeline but also reduces dependency on external recruitment. Success will be tracked through the percentage of internal promotions, mentorship hours logged, and the number of employees receiving structured career planning sessions.

6.3 Employee Evaluation System

Performance management at YAPP INDIA is designed to be transparent, fair, and constructive, fostering accountability while enabling growth. Employees undergo structured assessments through annual and mid-year reviews, ensuring consistent feedback and recognition. These evaluations consider quantitative metrics, qualitative contributions, and alignment with company values, including ESG principles. Managers and employees engage in two-way dialogue to ensure clarity, motivation, and shared ownership of performance outcomes. Constructive feedback identifies strengths, achievements, and areas for development, with targeted support provided through coaching or training. This approach ensures performance evaluations are not punitive, but developmental, reinforcing trust, fairness, and continuous professional advancement.

6.4 Discriminatory Career Practices

YAPP India strictly prohibits discrimination in training and career development opportunities. Equal access will be provided irrespective of gender, age, disability, caste, or background, ensuring inclusivity and alignment with ILO Conventions and the Indian Equal Remuneration Act. Training programs will be designed to accommodate diverse needs, including accessibility for persons with disabilities. Special attention will be given to ensuring balanced gender representation in participation, particularly in technical and leadership tracks. The company will also track diversity in promotions to guarantee equitable career progression. Monitoring KPIs such as training participation ratios and accessibility levels will help drive accountability and inclusiveness.

6.5 Career Mobility Initiatives

YAPP INDIA views internal mobility as a cornerstone of talent development, employee satisfaction, and organizational resilience. Opportunities for vertical promotions, horizontal transfers, cross-functional assignments, and global mobility are actively encouraged and facilitated. By promoting career mobility, the organization creates pathways for employees to broaden their skillsets, gain diverse experiences, and contribute meaningfully across different functions and geographies. Programs such as job rotations, project-based collaborations, and transparent internal postings ensure employees can pursue new challenges without leaving the organization. This culture of mobility strengthens inclusivity, fosters collaboration, minimizes talent loss, and reinforces YAPP INDIA's long-term sustainability and competitiveness.

6.6 Employee Retention Challenges

Employee disengagement often leads to high turnover, creating operational and financial risks. YAPP India addresses this by aligning training programs with employee aspirations, encouraging active participation, and embedding continuous feedback systems. Recognition and rewards will be provided to employees who demonstrate ongoing learning and commitment to development. Engagement initiatives will include feedback-driven training design, career counseling, and reward-based participation. This approach builds loyalty, strengthens human capital, and reduces voluntary attrition. KPIs such as annual voluntary turnover, retention rates of trained employees, and employee participation in engagement sessions will help the company measure effectiveness and drive continuous improvement.

6.7 Job Automation Impact

Technological advancements and automation may render certain roles redundant. To mitigate this, YAPP India is committed to reskilling affected employees and redeploying them into alternative roles within the organization. Training programs will focus on new technical skills, digital tools, and emerging processes to prepare employees for redeployment. This proactive approach enhances job security, reduces displacement, and fosters adaptability.

Employees in automation-impacted roles will receive priority in reskilling initiatives, and redeployment success will be monitored over the long term. Key performance indicators will include redeployment percentages, reskilling hours delivered, and retention rates of redeployed employees beyond twelve months.

6.8 Regulatory Compliance Risks

Compliance with global ESG standards is fundamental to YAPP India's sustainability commitments. Training will embed awareness and application of international frameworks, including ILO Conventions, UN Global Compact principles, and ISO 26000 as applicable. Employees will be educated on ethical business conduct, workplace safety, diversity, equity, governance, and environmental responsibility. Regular training refreshers will ensure employees remain updated on evolving ESG standards and industry practices. This not only mitigates risks of non-compliance but also enhances organizational reputation, customer confidence, and stakeholder trust. KPIs include employee participation in ESG training, compliance audit scores, and the proportion of workforce demonstrating ESG competency in evaluations.

6.9 Learning Opportunity Shortfall

YAPP India recognizes that continuous skill development is vital to sustaining competitiveness in the automotive and plastics manufacturing sectors. To address this risk, the company commits to implementing structured training programs covering technical, behavioral, and ESG competencies. Every employee, whether at entry, mid, or senior level, will have access to at least one upskilling initiative per year, tailored to their role and career trajectory. By institutionalizing ongoing learning, YAPP India ensures employees adapt to evolving technologies, improve productivity, and maintain relevance. Progress will be measured by training hours delivered, workforce coverage, and satisfaction scores from post-training surveys.

6.10 Capacity Building Training

YAPP INDIA is committed to building a culture of continuous learning by equipping employees with technical, behavioral, ESG, and leadership capabilities that align with industry evolution and sustainability priorities. Training programs are designed to address current role requirements while preparing employees for future career progression. A blended approach—on-the-job coaching, classroom learning, digital modules, and external certifications—ensures flexibility and accessibility. Emphasis is placed on integrating ESG principles, workplace safety, and compliance into training, ensuring knowledge enhancement drives both individual and organizational performance. By strengthening workforce competencies, YAPP INDIA nurtures innovation, resilience, and long-term competitiveness in the automotive and plastics sector.

7.0 ESG Objectives

1. Sustainability Issue : Individual Progress Plan
Objective : Ensure career development plans for employees
Measure : % of employees with individual progress plans
Target Value : ↑95%

2. Sustainability Issue : Growth Path Constraints
Objective : Reduce barriers to career growth
Measure : % of employees promoted internally
Target Value : ↑10%

3. Sustainability Issue : Employee Evaluation System
Objective : Strengthen fair performance evaluation
Measure : % of employees evaluated annually
Target Value : ↑100%

4. Sustainability Issue : Discriminatory Career Practices
Objective : Eliminate bias in career advancement
Measure : Number of discrimination cases
Target Value : ↓0

5. Sustainability Issue : Career Mobility Initiatives
Objective : Support internal role mobility
Measure : % of employees benefiting from mobility programs
Target Value : ↑8%

6. Sustainability Issue : Employee Retention Challenges
Objective : Improve employee retention rate
Measure : % retention rate
Target Value : ↑35%

7. Sustainability Issue : Job Automation Impact
Objective : Reskill employees impacted by automation
Measure : % of employees reskilled
Target Value : ↑100%

8. Sustainability Issue : Regulatory Compliance Risks
Objective : Ensure compliance with training-related regulations
Measure : % compliance
Target Value : ↑100%

9. Sustainability Issue : Learning Opportunity Shortfall
Objective : Expand access to training programs
Measure : % of employees with training access
Target Value : ↑100%

10. Sustainability Issue : Capacity Building Training
Objective : Strengthen employee skill-building initiatives
Measure : Number of training sessions conducted
Target Value : ↑30

8.0 Applicable Standards, Laws, and Acts

- International (as applicable): Universal Declaration of Human Rights,
- ILO Fundamental Conventions,
- ISO 26000, OHSAS 18001,
- UN Global Compact (Principle 6: Labour),
- OECD Guidelines, GRI Standards.
- National (India): Factories Act, 1948;
- Shops & Establishments Act;
- Industrial Employment (Standing Orders) Act;
- Skill Development & Entrepreneurship Policy 2015;
- Equal Remuneration Act, 1976;
- Labour Codes 2020.

9.0 Policy Distribution

This policy will be distributed to all employees in digital and print formats through the company intranet, employee handbooks, and onboarding kits. Line managers will communicate the key provisions during team meetings and annual reviews. Training partners and contractors will also be informed to ensure alignment. Posters summarizing the policy will be displayed in common areas. The HR department will conduct awareness workshops to ensure every employee understands their rights and responsibilities. Regular updates will be made available on the corporate intranet. The distribution process will emphasize accessibility, inclusivity, and transparency across all levels of the organization.

10.0 Annual Review

This policy will be reviewed annually by the HR Department in consultation with senior management and the ESG Committee. The review will evaluate effectiveness, compliance with updated laws, and alignment with industry trends. Feedback from employees through surveys and performance data will guide revisions. Training hours completed, promotion rates, employee turnover, and job satisfaction surveys will be tracked. ESG performance indicators will be integrated into reporting.

Recommendations for improvements will be submitted to the Board ESG Committee for approval. Updated versions will be redistributed to employees and documented for future audits and assurance reviews.

11.0 Disciplinary Action for Policy Violators

Violations of this policy—such as unfair career progression decisions, discrimination in training access, or falsification of training records—will be taken seriously. Disciplinary measures may include verbal or written warnings, withdrawal of managerial privileges, suspension, or termination of employment, depending on severity. Contractors and training partners found violating this policy will face penalties, including contract termination. All actions will follow due process under Indian labor laws and internal disciplinary frameworks. The company maintains zero tolerance for favoritism, harassment, or negligence in career management. Appeals may be filed through the grievance mechanism for impartial redressal.

12.0 Reporting Mechanism

Employees can report concerns related to career development, unfair treatment, or training access through multiple channels: HR grievance cell, anonymous reporting or secure intranet portal. All reports will be treated confidentially and investigated promptly by HR and the ESG Committee. Retaliation against whistleblowers is strictly prohibited. A quarterly summary of complaints and corrective actions will be shared with senior management and, where necessary, with employees. Reports requiring systemic improvement will be escalated for board-level review. Employees are encouraged to use this mechanism to ensure fairness, transparency, and accountability in career management practices.

13.0 Conclusion

YAPP India recognizes career management and training as a cornerstone of human capital development, ESG integration, and sustainable business success. By fostering employee growth, we build organizational resilience, increase workforce satisfaction, and contribute to the UN Sustainable Development Goals. This policy demonstrates our commitment to creating a culture of fairness, inclusion, and continuous learning.

8. Living Wage Commitment Policy

YAPP INDIA/SMS/POLICY- 08

1.0 Purpose

This policy demonstrates YAPP INDIA's commitment to ensuring all employees receive a fair and sustainable **living wage**, beyond statutory minimum wages. By announcing quantitative living wage targets, the company strengthens transparency, accountability, and its ESG integration while promoting employee dignity, equity, and long-term social sustainability across operations.

2.0 Scope of Application

This policy applies to all employees, contractors, suppliers, and third-party partners directly or indirectly engaged with YAPP INDIA in India. It covers the manufacture and assembly of plastic fuel tank systems and components, applying across all production sites, offices, and operational geographies where the company operates.

3.0 Governance

The Board of Directors oversees implementation. The ESG & HR Committees track wage compliance, while the Internal Audit Team monitors adherence. The Sustainability Officer reports annually to stakeholders. Leadership ensures policy integration into supplier contracts and operational practices, aligned with local laws and international sustainability standards.

4.0 Definition of Terms

- **Living Wage**: A wage sufficient for employees and their families to afford a decent standard of living, including food, housing, education, and healthcare.
- **Quantitative Target**: A publicly declared measurable wage commitment, expressed as either an absolute wage value or percentage above minimum wage, with a defined timeline.

5.0 Roles and Responsibilities

- **Management:** Define, approve, and announce wage targets.
- **HR: Implement** wage adjustments and maintain wage records.
- **ESG Committee:** Ensure targets align with ESG frameworks and stakeholder expectations.
- **Supervisors:** Communicate policies to employees and vendors.
- **Employees:** Report concerns regarding wage compliance.

6.0 Living Wage Commitment Policy

6.1 Product Safety Failures

YAPP INDIA places the highest priority on customer health and safety by ensuring that all fuel tank systems meet rigorous quality standards. We implement zero-defect manufacturing practices supported by advanced testing technologies, continuous monitoring, and supplier audits. Every product undergoes thorough inspections to identify potential flaws before reaching customers. Preventing defects is integral to safeguarding lives, protecting our reputation, and complying with global automotive standards. By embedding quality at every stage of design, manufacturing, and delivery, YAPP INDIA demonstrates its commitment to reliability, trust, and responsible production, ensuring customer safety remains non-negotiable in all operations.

6.2 Dangerous Material Exposure

We are committed to ensuring that all raw materials used in manufacturing are safe, non-toxic, and compliant with international regulations, including REACH as applicable. YAPP INDIA mandates strict supplier certification processes and chemical safety audits to eliminate the risk of hazardous material exposure for customers. Materials are screened against prohibited and restricted substance lists, with corrective actions implemented immediately upon any non-compliance. By embedding chemical safety protocols into our supply chain, we protect consumers, employees, and the environment. This approach reinforces our responsibility to deliver products that are not only high performing but also safe, sustainable, and socially responsible.

6.3 Explosion Safety Risks

YAPP INDIA proactively mitigates fire and explosion risks by embedding advanced safety engineering into all fuel tank systems. Every tank undergoes stringent testing under extreme conditions, including pressure, vibration, and temperature fluctuations, to ensure resilience beyond global automotive safety standards. Our design philosophy integrates leak-proof technologies and emergency risk control features to minimize hazards. Preventing fuel leakage is a core responsibility, as such incidents pose grave risks to customers and communities. Through continuous innovation, robust material selection, and world-class testing facilities, we guarantee that customer safety is prioritized while enhancing trust in YAPP INDIA’s automotive safety leadership.

6.4 Regulatory Safety Nonconformance

Compliance with international and national safety standards is at the foundation of YAPP INDIA’s operations. We strictly adhere to ISO/TS 16949, ISO 26262, BIS, and other global automotive directives as applicable, ensuring every product meets regulatory and safety benchmarks. Compliance audits are embedded in design, production, and distribution phases to guarantee consistent adherence.

By aligning processes with stringent quality frameworks, we protect customers and strengthen our credibility with regulators and industry partners. Safety compliance is viewed not only as a legal necessity but as a core value, reflecting our responsibility to produce components that prioritize consumer wellbeing and sustainable mobility.

6.5 Operational Safety Gaps

YAPP INDIA extends its safety commitment beyond internal operations to cover the entire supply chain. We enforce strict contractual obligations requiring suppliers to comply with health, safety, and ethical standards. Supplier audits, certifications, and are conducted regularly to identify risks and close gaps. Non-compliant suppliers are supported with remediation or replaced where risks persist. By maintaining robust supply chain governance, we prevent unsafe practices from affecting product quality or customer wellbeing. This holistic approach ensures that customer safety is safeguarded at every stage of production, from raw material sourcing to delivery, reinforcing accountability and transparency.

6.6 Labeling Compliance Failures

To ensure safe usage, YAPP INDIA provides clear, accurate, and comprehensive labeling on all products. Communication is prioritized in simple, multilingual formats where required, ensuring accessibility to diverse stakeholders. By upholding strict labeling accuracy and clear safety communication, YAPP INDIA empowers customers to handle and install products safely, reinforcing our commitment to transparency, responsibility, and the protection of end-users.

6.7 Consumer Response Deficiency

YAPP INDIA ensures customers have accessible, transparent, and responsive feedback mechanisms to report safety concerns. All complaints are logged systematically, investigated promptly, and resolved within defined timelines. Dedicated customer service teams collaborate with quality and safety departments to address root causes and implement corrective actions. Beyond resolving individual cases, feedback insights are used to improve design, manufacturing, and delivery processes. By strengthening communication channels, we foster trust, accountability, and continuous improvement. Listening to customers is not optional—it is a critical safeguard that ensures their safety, enhances satisfaction, and drives innovation across YAPP INDIA’s automotive product lines.

6.8 Vehicle Data Breaches

As connected automotive systems become increasingly sophisticated, YAPP INDIA recognizes the importance of protecting customer safety from cybersecurity threats. We embed stringent information security measures, data privacy safeguards, and cyber risk controls into all digital-enabled components. Regular vulnerability testing, employee training, and system upgrades ensure our products are resilient against malicious attacks.

Collaborating with cybersecurity experts, we safeguard not only customer data but also the functional safety of smart vehicles. Protecting customers from digital vulnerabilities is central to our responsibility, ensuring that innovation in automotive technology enhances convenience and safety without compromising trust, privacy, or overall vehicle security.

6.9 Transportation Risk Exposure

YAPP INDIA ensures fuel tank systems are packaged and transported under stringent safety protocols to prevent leakage, damage, or contamination during transit. Packaging methods are tested for durability, and logistics partners are vetted for compliance with handling standards. Transportation procedures incorporate spill prevention, shock resistance, and labeling for hazardous handling where applicable. By prioritizing packaging and logistics safety, we ensure that products arrive in optimal condition, reducing risks to transport staff, customers, and the environment. This commitment extends our responsibility beyond manufacturing, safeguarding quality and safety through every stage of the supply chain and delivery network.

6.10 Living Wage Evaluation

YAPP INDIA regularly evaluates employee wage levels against a living wage benchmark using methodologies recognized by the IDH Living Wage Benchmark Methodologies Recognition Process. This ensures fair compensation beyond statutory requirements, promoting decent work and economic well-being. Our analysis confirms that all employees receive wages equal to or above the living wage threshold, ensuring affordability of basic needs such as food, housing, healthcare, and education. This approach reinforces our ESG commitment, strengthens workforce satisfaction, and promotes equitable and sustainable growth.

6.11 Recall Execution Weaknesses

YAPP INDIA maintains robust recall management systems to address any product-related risks swiftly and transparently. In the rare event of a defect, we activate rapid-response mechanisms, ensuring customers are promptly notified and corrective actions are implemented. Dedicated recall teams coordinate with service partners to execute recalls efficiently. Beyond addressing immediate issues, we implement root cause analysis and systemic improvements to prevent recurrence. Efficient recall management not only mitigates risks but also demonstrates accountability and reinforces trust. For YAPP INDIA, recalls are not setbacks but opportunities to enhance product safety and strengthen customer relationships.

6.12 Climate Safety Hazards

Recognizing the impacts of climate change, YAPP INDIA designs and tests products for resilience under extreme environmental conditions. Fuel tank systems undergo rigorous validation under varying climates, including heatwaves, freezing conditions, humidity, and high-altitude environments.

By anticipating climate-induced risks, we ensure durability, safety, and performance across diverse geographies. Climate stress testing is embedded into product development to protect customers and communities from failures linked to environmental extremes. This proactive approach aligns with global sustainability objectives, enabling YAPP INDIA to deliver safe and reliable products that withstand the evolving challenges of climate change, while minimizing risks to end-users.

6.13 Staff Safety Dependence

We recognize that employee safety directly impacts customer safety. Unsafe work practices can compromise product quality, leading to downstream risks for customers. YAPP INDIA enforces strict safety training, ethical practices, and workplace compliance standards for all employees. Safe working conditions, continuous monitoring, and regular training ensure that staff remain aligned with safety objectives. By embedding a culture of responsibility, we not only protect our workforce but also guarantee that products leaving our facilities meet the highest safety standards. Prioritizing employee wellbeing ensures product reliability, reinforcing our commitment to delivering safe, ethical, and sustainable automotive solutions.

6.14 Communication Transparency Lapses

Transparency is central to YAPP INDIA's safety culture. We commit to openly communicating safety-related incidents, audits, and corrective measures through structured ESG and compliance reporting. By disclosing relevant safety information, we build trust with regulators, customers, and communities. Communication channels are established to ensure stakeholders receive timely updates on product safety initiatives and risk mitigation measures. Transparency also drives internal accountability, ensuring continuous improvement across operations. For YAPP INDIA, safety is not only about prevention but also about openness, honesty, and responsibility—ensuring customers and stakeholders can rely on us for integrity, trust, and long-term safety commitment.

6.15 Accident Claim Liabilities

YAPP INDIA adopts a zero-tolerance approach toward negligence that could cause customer injury. In the event of incidents, we respond with urgency by providing remediation, compensation, and systemic corrective actions. Legal liabilities are managed proactively through insurance, robust compliance, and ongoing safety improvements to minimize recurrence. Beyond compliance, we focus on restoring customer trust by demonstrating accountability and transparency. Every injury claim is treated as a critical signal for strengthening product design and safety systems. By addressing liabilities responsibly, YAPP INDIA reinforces its duty of care, protecting customers while maintaining credibility and sustainability in global operations.

7.0 ESG Objectives

1. Sustainability Issue : Product Safety Failures
Objective : Minimize product-related safety incidents
Measure : Number of safety failure cases
Target Value : ↓0

2. Sustainability Issue : Dangerous Material Exposure
Objective : Prevent exposure to hazardous materials
Measure : Number of exposure incidents
Target Value : ↓0

3. Sustainability Issue : Explosion Safety Risks
Objective : Eliminate explosion-related risks
Measure : Number of explosion incidents
Target Value : ↓0

4. Sustainability Issue : Regulatory Safety Nonconformance
Objective : Ensure compliance with safety regulations
Measure : % compliance with safety standards
Target Value : ↑100%

5. Sustainability Issue : Operational Safety Gaps
Objective : Strengthen operational safety practices
Measure : % of safety audits passed
Target Value : ↑100%

6. Sustainability Issue : Labeling Compliance Failures
Objective : Ensure accurate and compliant labeling
Measure : % of compliant labels
Target Value : ↑100%

7. Sustainability Issue : Consumer Response Deficiency
Objective : Improve responsiveness to consumer complaints
Measure : % of complaints resolved within 15 days
Target Value : ↑95%

8. Sustainability Issue : Vehicle Data Breaches
Objective : Protect vehicle and customer data
Measure : Number of data breaches
Target Value : ↓0

9. Sustainability Issue : Transportation Risk Exposure
Objective : Minimize risks during transportation
Measure : Number of transport-related incidents
Target Value : ↓2

10. Sustainability Issue : Living Wage Evaluation
Objective : Ensure all employees are paid a living wage aligned with benchmarks
Measure : % of employees covered under living wage assessment
Target Value : ↑100%

11. Sustainability Issue : Recall Execution Weaknesses
Objective : Strengthen product recall processes
Measure : % of recalls executed successfully
Target Value : ↑100%

12. Sustainability Issue : Climate Safety Hazards
Objective : Reduce climate-related operational risks
Measure : Number of climate hazard incidents
Target Value : ↓1

13. Sustainability Issue : Staff Safety Dependence
Objective : Ensure worker safety across operations
Measure : % of staff covered under safety training
Target Value : ↑100%

14. Sustainability Issue : Communication Transparency Lapses
Objective : Improve public transparency in safety communication
Measure : % of disclosures made publicly
Target Value : ↑100%

15. Sustainability Issue : Accident Claim Liabilities
Objective : Minimize accident-related claims
Measure : Number of claims filed
Target Value : ↓2

8.0 Applicable Standards, Laws, Acts

- Universal Declaration of Human Rights (Article 23)
- ILO Conventions (C131 – Minimum Wage Fixing, C100 – Equal Remuneration)
- UN Global Compact (Principle 3–6: Labour Rights)
- OECD Guidelines for Multinational Enterprises
- ISO 26000: Social Responsibility
- GRI Standards (GRI 202-1, 202-2: Market Presence)

9.0 Policy Distribution

The policy will be publicly announced and distributed across all YAPP INDIA facilities, supplier networks, and corporate offices. It will be published on the company's official, ESG disclosures and internal HR portals. Communication will occur through notice boards, employee induction programs, supplier onboarding documents, and digital circulars. Stakeholders, including employees, and translations will be provided in local languages to ensure inclusivity. Suppliers will be contractually obligated to align with the company's announced living wage targets.

10.0 Annual Review

The ESG Committee and HR Department will review the living wage target annually, measuring progress against the announced quantitative commitments. The review will assess compliance with local wage laws, alignment with inflation, cost of living indices, and global standards as applicable. Findings will be documented in the Annual ESG Performance Report and shared with internal and external stakeholders. Employee surveys, third-party audits, and supplier wage compliance reviews will be incorporated. Any required target adjustments or revisions will be approved by the Board of Directors and publicly communicated to uphold transparency and accountability.

11.0 Disciplinary Action for Policy Violators

Violations of this policy—including failure to meet announced wage commitments, wage manipulation, or supplier non-compliance—will result in disciplinary measures. Internal violators (management or staff) may face corrective training, written warnings, suspension, or termination. Suppliers or contractors failing compliance may face contract termination, blacklisting, or financial penalties. All violations will be recorded in an incident register and reviewed by the Audit Committee. Where necessary, violations will be escalated to regulatory authorities. Repeat violations by employees or vendors will trigger stricter enforcement actions. Accountability is integral to YAPP INDIA's commitment to fair and transparent wage practices.

12.0 Reporting Mechanism

Employees, contractors, or stakeholders can report concerns about non-compliance with the living wage target through multiple channels: an anonymous whistleblower, dedicated HR email, internal grievance system, or third-party audit platforms. All reports will be handled confidentially, ensuring protection against retaliation. The Whistleblower Committee will investigate each case promptly and transparently. Findings will be documented and corrective actions initiated. Regular updates will be shared with the ESG Steering Committee and Board. External stakeholders, including suppliers, may also use the reporting mechanism to highlight gaps. This open and accountable process ensures continuous improvement in wage fairness.

13.0 Conclusion

YAPP INDIA reaffirms its commitment to paying and maintaining a living wage through a transparent, quantitative target with a clear timeline. By embedding this policy into our governance, supplier practices, and stakeholder engagement, we support fair wages, employee well-being, and sustainable social impact. This strengthens our alignment with ESG principles, international labor standards, and our pledge to foster a fair and equitable workplace for all employees, contractors, and partners.

9. Human Rights Protection Policy

YAPP INDIA/SMS/POLICY- 09

1.0 Purpose

The purpose of this policy is to uphold YAPP INDIA's commitment to eliminating child labor, forced labor, and human trafficking across all operations. The policy ensures that all employees, contractors, and business partners are treated fairly, ethically, and in compliance with national and international labor laws. It supports human rights, protects vulnerable groups, and promotes a safe, ethical, and inclusive work environment.

2.0 Scope of Application

This policy applies to all YAPP INDIA employees, contractors, temporary staff, and suppliers. It covers all manufacturing and assembly operations in India, including subsidiaries, joint ventures, and outsourced facilities. The policy extends to all locations where the company operates, ensuring compliance across local, regional, and international supply chains.

3.0 Governance

The ESG Steering Committee oversees implementation and monitoring of this policy, with support from Human Resources, Compliance, and Procurement departments. Senior management ensures accountability, provides resources, and reviews performance. Regular audits, reporting, and training programs reinforce governance mechanisms to mitigate risks of child labor, forced labor, or human trafficking.

4.0 Definition of Terms

- **Child Labor:** Employment of individuals below the minimum legal age or in hazardous conditions.
- **Forced Labor:** Any work extracted under threat, coercion, or without voluntary consent.
- **Human Trafficking:** Recruitment or transportation of individuals for exploitation.
- **Vulnerable Workers:** Individuals at risk due to age, migration, or economic circumstances.

5.0 Roles and Responsibilities

- **Management:** Ensure policy enforcement, conduct risk assessments, and oversee supplier compliance.
- **HR: Monitor** employee contracts, implement training, and manage reporting mechanisms.
- **Procurement:** Evaluate suppliers for labor compliance and conduct audits.
- **Employees:** Report violations, participate in training, and comply with labor standards.

6.0 Human Rights Protection Policy

6.1 Operational Compliance Monitoring

YAPP INDIA conducts regular internal audits and reviews to evaluate the effectiveness of controls designed to prevent child labor, forced labor, and human trafficking. These assessments examine adherence to policies, procedures, and supplier compliance, identifying gaps or weaknesses that require corrective action. Action plans are developed, implemented, and monitored to ensure measurable improvements. Continuous oversight supports timely adjustments to training, recruitment, and operational practices. By actively monitoring internal controls, YAPP INDIA strengthens ethical labor standards, prevents recurrence of violations, ensures accountability, and fosters a culture of continuous improvement aligned with ESG principles and international human rights frameworks.

6.2 Human Trafficking Risks

YAPP INDIA prohibits any recruitment practices that could facilitate human trafficking, including withholding passports, coercive contracts, or fraudulent hiring schemes. Recruitment policies and supplier contracts explicitly forbid trafficking-related activities. All recruitment channels, internal and external, are screened for compliance, and employees are educated about risks and reporting mechanisms. Audits and monitoring systems detect and mitigate trafficking vulnerabilities, ensuring that labor practices are voluntary, ethical, and legal. Any incident triggers immediate investigation, remediation, and coordination with authorities. By proactively addressing human trafficking risks, YAPP INDIA safeguards worker rights, strengthens supply chain integrity, and upholds ESG and human rights standards across operations.

6.3 Minor Employment Concerns

YAPP INDIA strictly prohibits employing individuals below the legal working age or all employees undergo rigorous age verification through government-issued identification, documentation checks, and onboarding validation processes. Recruitment policies explicitly outline age requirements, and hiring managers are trained to comply with these standards. Regular internal audits and surprise inspections ensure adherence to child labor prohibitions. Any violation triggers immediate corrective action, including termination of employment and reporting to authorities. This commitment safeguards children’s rights, aligns operations with national laws and international labor standards, and reinforces YAPP INDIA’s ESG-driven dedication to ethical and responsible employment practices.

6.4 Age Compliance Screening

YAPP INDIA ensures that all candidates meet the minimum legal working age prior to employment. Age verification is conducted using official documentation, such as government-issued identification, birth certificates, or equivalent records. Young workers, if legally employed, are only assigned roles compliant with local laws and ILO guidelines.

Recruitment processes incorporate checks to prevent falsification, and HR personnel are trained in compliance procedures. Continuous monitoring and auditing ensure adherence to age verification standards. This approach safeguards minors from exploitation, ensures legal and ethical hiring practices, reinforces supply chain integrity, and aligns YAPP INDIA's operations with international labor standards and ESG commitments.

6.5 Migrant Worker Exploitation

YAPP INDIA guarantees fair treatment of migrant workers, including freedom of movement, proper contracts, and prohibition of recruitment fees or exploitative practices. Policies and supplier agreements ensure that passports, personal documents, and wages are never withheld, and that workers are fully informed of their rights. Orientation programs educate migrant employees on workplace safety, grievance mechanisms, and ethical labor standards. Regular monitoring and audits verify adherence, and any reported exploitation triggers immediate corrective action. By ensuring equitable treatment of migrant employees, YAPP INDIA prevents abuse, supports human rights, strengthens workforce trust, and aligns with international labor conventions and ESG principles.

6.6 Labor Rights Protection

YAPP INDIA ensures that all employees work voluntarily, free from coercion, debt bondage, or any form of involuntary labor. Employment contracts are transparent, clearly stating roles, wages, and terms, while management verifies that no employee is compelled to work against their will. Employees have the right to resign or raise concerns without threat of retaliation. Regular audits, employee interviews, and whistleblower channels monitor adherence to voluntary employment standards. Any evidence of forced labor triggers immediate investigation, remediation, and disciplinary action. This commitment aligns with international human rights standards, promotes ethical workplace practices, and reinforces the company's ESG principles and corporate responsibility.

6.7 Labor Exploitation Remediation

YAPP INDIA implements proportional, transparent, and monitored remediation measures for victims of child labor, forced labor, or human trafficking. Remedial actions include medical care, counseling, safe housing, education, vocational training, and reintegration support tailored to individual needs. Corrective actions address root causes to prevent recurrence, including adjustments to recruitment, supervision, or supplier practices. Continuous monitoring evaluates the effectiveness and impact of remediation efforts, ensuring accountability and compliance with international human rights standards. By providing timely and meaningful support, YAPP INDIA demonstrates its commitment to ethical labor practices, worker welfare, and ESG principles, fostering trust and responsibility across its workforce and supply chain.

6.8 Forced Labor Identification

YAPP INDIA conducts comprehensive human rights impact assessments across all operations and supply chains to identify potential or actual instances of child labor, forced labor, or human trafficking. Assessments are performed internally and, evaluating risks, severity, and potential harm to affected stakeholders, particularly. Findings guide mitigation strategies, process improvements, and policy updates to prevent violations. By systematically assessing operations and supplier practices, YAPP INDIA strengthens ethical labor compliance, ensures alignment with ILO standards and ESG principles, and supports a culture of transparency, accountability, and continuous improvement in human rights management.

6.9 Supplier Labor Compliance

YAPP INDIA requires all suppliers and contractors to certify that no child labor is used in their operations. Compliance is verified through periodic audits, site inspections, and review of employment records. Suppliers found violating child labor policies face immediate remediation requirements, with persistent non-compliance potentially leading to contract termination. Supplier contracts explicitly include clauses prohibiting child labor and ensuring adherence to international standards, including ILO conventions. The company collaborates with supply chain partners to raise awareness, provide training, and implement corrective measures. This approach ensures that ethical labor practices extend throughout the value chain, protecting children from exploitation and supporting ESG commitments.

6.10 Minor Worker Safety

YAPP INDIA implements dedicated protective measures for young workers to ensure their safety, health, and well-being. Measures include orientation programs, restricted working hours, role-specific safety training, and hazard identification tailored to the developmental needs of young employees. Supervisors are trained to monitor compliance with protective standards, and workplaces are regularly assessed to minimize risks. Policies emphasize the importance of balancing skill development opportunities with legal and ethical safeguards. By providing comprehensive protection, YAPP INDIA ensures that any young workers are supported, safe, and properly guided, while operations comply with ILO standards, national labor laws, and the company's ESG-driven commitment to ethical workforce management.

6.11 Supply Chain Exploitation

All suppliers and contractors must ensure that their workforce is employed voluntarily and without coercion. YAPP INDIA requires documentation demonstrating consent, freedom of movement, and absence of debt bondage or passport retention. Suppliers undergo regular audits to verify compliance, and non-conforming partners are subject to corrective actions or contract termination. Supplier training programs emphasize forced labor prevention and adherence to ESG standards.

By extending labor rights protections throughout the supply chain, YAPP INDIA minimizes human rights risks, promotes ethical practices among partners, and ensures that operations and contracted activities uphold international labor conventions and corporate social responsibility commitments.

6.12 Worker Exploitation Reporting

YAPP INDIA maintains a confidential, accessible, and effective grievance mechanism for reporting instances of child labor, forced labor, or human trafficking. Multiple reporting channels, including digital platforms, and multilingual support, ensure that all stakeholders can raise concerns safely. Reports are handled promptly and investigated impartially, with protection against retaliation for whistleblowers and complainants. Communication and awareness campaigns educate employees, suppliers, and external stakeholders about the availability and proper use of grievance channels. By maintaining robust reporting systems, YAPP INDIA ensures timely resolution, promotes transparency, protects vulnerable workers, and strengthens ethical practices across operations and supply chains in line with ESG commitments.

6.13 Employee Wage Protection

YAPP INDIA ensures that all employees receive fair and full wages in accordance with national laws, living wage principles, and ESG commitments. Payroll systems are verified for accuracy, with regular audits to prevent errors, underpayment, or delayed compensation. Clear employment contracts define wage rates, benefits, and payment schedules. Grievance mechanisms allow employees to report discrepancies, and timely corrective action ensures remuneration issues are resolved. By enforcing transparent and equitable wage practices, YAPP INDIA fosters trust, maintains compliance with labor laws, supports worker well-being, and promotes responsible and ethical employment standards throughout its operations and workforce.

6.14 Human Trafficking Awareness

YAPP INDIA provides mandatory, targeted training to all employees on child labor, forced labor, human trafficking, and associated human rights standards. Training covers legal requirements, ethical responsibilities, identification of risk indicators, and procedures for reporting and remediation. Employees learn how to recognize red flags, respond appropriately to potential violations, and understand the company's grievance and remediation processes. Training is delivered through classroom sessions, digital learning platforms, and on-the-job guidance, reinforcing awareness and accountability. By equipping employees with knowledge and practical skills, YAPP INDIA strengthens its preventive measures, promotes responsible workplace behavior, and upholds ESG and international human rights principles.

6.15 Community Consultation Initiative

YAPP INDIA actively engages with potentially affected groups, including young workers, migrant laborers, and relevant NGOs or civil society organizations, to understand risks of child labor, forced labor, and human trafficking. Consultations provide valuable insights into operational and supply chain vulnerabilities and guide the development of remediation and prevention strategies. Through dialogue, the company builds trust, enhances transparency, and fosters collaborative approaches to safeguard vulnerable workers. Feedback from stakeholders is incorporated into policies, audits, and training programs, ensuring that YAPP INDIA's human rights practices are responsive, effective, and aligned with international labor standards and ESG commitments.

7.0 ESG Objectives

1. Sustainability Issue : Operational Compliance Monitoring
Objective : Ensure compliance with labor regulations
Measure : % of operations audited
Target Value : ↑100%

2. Sustainability Issue : Human Trafficking Risks
Objective : Identify and mitigate trafficking risks
Measure : Number of trafficking risk cases identified
Target Value : ↓0

3. Sustainability Issue : Minor Employment Concerns
Objective : Prevent employment of underage workers
Measure : Number of minor employment cases
Target Value : ↓0

4. Sustainability Issue : Age Compliance Screening
Objective : Verify age compliance for all employees
Measure : % of employees screened for age
Target Value : ↑100%

5. Sustainability Issue : Migrant Worker Exploitation
Objective : Prevent exploitation of migrant workers
Measure : Number of exploitation cases
Target Value : ↓0

6. Sustainability Issue : Labor Rights Protection
Objective : Safeguard all labor rights
Measure : % of employees covered by labor rights protections
Target Value : ↑100%

7. Sustainability Issue : Labor Exploitation Remediation
Objective : Address and remediate exploitation cases
Measure : % of exploitation cases remediated
Target Value : ↑100%

8. Sustainability Issue : Forced Labor Identification
Objective : Detect and prevent forced labor
Measure : Number of forced labor cases identified
Target Value : ↓0

9. Sustainability Issue : Supplier Labor Compliance
Objective : Ensure suppliers comply with labor standards
Measure : % of suppliers compliant with labor requirements
Target Value : ↑100%

10. Sustainability Issue : Minor Worker Safety
Objective : Ensure safety of any minor workers involved in permissible tasks
Measure : Number of safety incidents involving minors
Target Value : ↓0

11. Sustainability Issue : Supply Chain Exploitation
Objective : Prevent exploitation in the supply chain
Measure : Number of supply chain exploitation incidents
Target Value : ↓0

12. Sustainability Issue : Worker Exploitation Reporting
Objective : Strengthen reporting mechanisms for exploitation
Measure : % of exploitation reports resolved
Target Value : ↑100%

13. Sustainability Issue : Employee Wage Protection
Objective : Ensure fair wages for all employees
Measure : % of employees receiving fair wage
Target Value : ↑100%

14. Sustainability Issue : Human Trafficking Awareness
Objective : Raise awareness on trafficking risks
Measure : % of employees trained on trafficking prevention
Target Value : ↑100%

15. Sustainability Issue : Community Consultation Initiative
Objective : Engage community in labor rights monitoring
Measure : Number of community consultations held
Target Value : ↑2

8.0 Applicable Standards, Laws, Acts

- ILO Conventions (No. 138, 182, 29, 105)
- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- Indian Child Labor (Prohibition and Regulation) Act, 1986
- Indian Constitution Articles 23 and 24

9.0 Policy Distribution

This policy is distributed to all employees, contractors, and suppliers via email, internal portals, and employee handbooks. Printed copies are displayed in all production and administrative facilities. Orientation sessions for new employees and training programs for existing employees ensure understanding of obligations. Policy awareness campaigns, posters, and regular reminders reinforce compliance across the workforce.

10.0 Annual Review

YAPP INDIA conducts an annual review of this policy through internal audits, supplier assessments, and feedback from employees and stakeholders. The review evaluates compliance effectiveness, identifies gaps, and implements improvements. Performance metrics, risk assessments, and incident reports are analyzed to update procedures, strengthen due diligence, and maintain alignment with evolving national and international labor laws. Findings from the annual review are presented to the ESG Steering Committee and senior management to ensure continuous improvement in preventing child labor, forced labor, and human trafficking.

11.0 Disciplinary Action for Policy Violators

Violations of this policy are treated as serious misconduct. Employees found engaging in or enabling child labor, forced labor, or human trafficking face disciplinary action up to termination. Contractors or suppliers found non-compliant may have contracts terminated and be blacklisted from future engagement. All disciplinary measures are documented and communicated transparently. YAPP INDIA ensures actions are proportionate, consistent, and in compliance with labor laws. Employees or stakeholders who report violations in good faith are protected against retaliation.

12.0 Reporting Mechanism

Employees, contractors, or third parties can report suspected child labor, forced labor, or human trafficking incidents through confidential channels, including hotlines, email, or the company's grievance portal. Reports are investigated promptly, ensuring confidentiality and protection for whistleblowers. Findings are reviewed by HR and Compliance teams, and corrective actions are implemented. Reports may trigger audits, supplier reassessments, or collaboration with NGOs for remediation. Stakeholders receive feedback on action taken, demonstrating transparency and accountability.

13.0 Conclusion

YAPP INDIA is committed to eradicating child labor, forced labor, and human trafficking in its operations and supply chains. This policy, aligned with international human rights standards and national laws, promotes ethical practices, safeguards vulnerable populations, and ensures the company's operations contribute to a responsible and sustainable business environment.

10. Sustainable Pay Target Policy

YAPP INDIA/SMS/POLICY- 10

1.0 Purpose

YAPP INDIA is committed to ensuring that all employees are paid a living wage that reflects local living costs, social protections, and international labor standards. This policy defines a clear, time-bound quantitative target for achieving a living wage across all company operations, ensuring equitable compensation and contributing to social and economic sustainability.

2.0 Scope of Application

This policy applies to all employees of YAPP INDIA, including full-time, part-time, and contract workers, across all manufacturing and assembly units in India. It encompasses all functions and departments where wage determination and disbursement are within the company's control, ensuring consistent adherence to living wage standards.

3.0 Governance

The ESG Committee, oversees the implementation and monitoring of this policy. Governance ensures compliance with national labor laws, international conventions, and internal standards, including monitoring progress towards the quantitative living wage target and recommending corrective measures where needed.

4.0 Definition of Terms

- **Living Wage:** The minimum remuneration that allows employees to afford a decent standard of living for themselves and their families, including basic needs, housing, healthcare, education, and savings.
- **Quantitative Target:** A measurable, time-bound commitment to increase wages to meet or exceed the defined living wage.
- **Deadline:** The specific future date by which the company aims to achieve full compliance with the living wage standard.
- **Employee:** Any individual employed by YAPP INDIA under contract, permanent, temporary, or apprenticeship agreements.
- **Wage Gap:** The difference between the current wage paid and the living wage benchmark established for the region.

5.0 Roles and Responsibilities

- **Board of Directors:** Endorse policy, approve budget allocations, and review periodic progress reports.
- **ESG Committee:** Monitor implementation, validate progress against quantitative targets, and report to the Board.
- **HR Department:** Ensure wage calculations, payroll adjustments, and employee communications align with the living wage target.
- **Operations Managers:** Identify local cost-of-living variations and ensure employees in their units achieve compliance within deadlines.
- **Employees:** Report any discrepancies in wage payments through the grievance mechanism.

6.0 Sustainable Pay Target Policy

6.1 Faulty Product Dangers

YAPP INDIA is committed to preventing accidents arising from product defects in fuel tank systems. Every component undergoes rigorous quality inspections, stress testing, and validation before deployment. Zero-defect manufacturing principles are applied across production lines, supported by regular supplier audits and adherence to strict design standards. Any identified defect triggers immediate corrective action, including supplier review and process improvement. This proactive approach ensures that customers receive safe, reliable products, while fostering trust, minimizing liability, and reinforcing the company's ESG and safety commitments. Continuous monitoring and innovation support long-term prevention of product-related accidents.

6.2 Regulatory Noncompliance

YAPP INDIA rigorously monitors and enforces compliance with all applicable safety and quality standards, including ISO, ILO, and local regulations. Regulatory requirements are integrated into product design, production, and supply chain management to ensure adherence at every stage. Internal audits, supplier evaluations, and continuous monitoring help identify gaps and implement corrective actions. Employees are trained to understand and comply with legal obligations, fostering a culture of accountability. By maintaining strict regulatory compliance, YAPP INDIA ensures that products meet legal safety standards, reduces liability exposure, safeguards customer trust, and reinforces its ESG commitment to responsible manufacturing practices.

6.3 Operational Safety Gaps

YAPP INDIA conducts regular operational safety audits to identify hazards and gaps across production, storage, and logistics processes. Risk assessments guide preventive and corrective measures, including equipment upgrades, process redesign, and employee training.

Safety management systems are integrated into daily operations to proactively mitigate hazards that could affect employees or customers. Continuous monitoring, reporting, and follow-up actions ensure that potential risks are addressed promptly. By systematically managing operational safety, YAPP INDIA minimizes accidents, enhances product reliability, fosters a culture of accountability, and aligns operational practices with ESG and international safety standards, ensuring both workforce and customer protection.

6.4 Feedback Mechanism Weaknesses

YAPP INDIA maintains robust customer feedback channels to report product safety concerns, defects, or operational issues. Feedback is collected via multiple platforms, logged systematically, and addressed through prompt investigation and corrective actions. Insights from customer reports inform continuous product improvement, quality assurance, and operational safety enhancements. Employees and suppliers are held accountable for addressing reported issues, ensuring swift resolution and preventing recurrence. By prioritizing customer feedback, YAPP INDIA strengthens trust, enhances product reliability, promotes transparency, and demonstrates ESG-aligned commitment to stakeholder engagement, continuous improvement, and the delivery of safe, high-quality automotive fuel tank systems.

6.5 Vehicle Data Breaches

YAPP INDIA protects customer data in smart fuel tank systems through comprehensive cybersecurity measures. Information security protocols include encryption, access controls, regular monitoring, and staff training to prevent unauthorized access or breaches. Cybersecurity risk assessments are conducted periodically to identify vulnerabilities and implement mitigation strategies. Suppliers and technology partners are required to comply with data protection standards, ensuring consistent security across the supply chain. By safeguarding vehicle and customer information, YAPP INDIA protects privacy, prevents safety risks linked to digital components, and maintains compliance with relevant laws. This approach aligns with ESG commitments to ethical technology use and stakeholder protection.

6.6 Transport Compliance Risks

YAPP INDIA implements rigorous packaging, handling, and transport protocols to ensure that fuel tank systems reach customers safely and without damage. Logistics partners are vetted for compliance with safety and quality standards. Contamination, or mechanical damage during transit. Transportation risks are regularly assessed, and mitigation measures, including route optimization and monitoring, are applied. Employees involved in logistics are trained on safe handling practices. By minimizing risks in transportation and delivery, YAPP INDIA ensures customer safety, product integrity, regulatory compliance, and adherence to ESG principles, reinforcing reliability and trust in its supply chain.

6.7 Recall Management Inefficiency

YAPP INDIA maintains established recall procedures to address defective or unsafe products promptly. Mechanisms include rapid identification, customer notification, corrective actions, and preventive measures to prevent recurrence. Coordination across production, quality assurance, logistics, and customer service ensures timely execution. Lessons learned from recalls inform product design, supplier practices, and operational processes. Transparent communication with regulators and customers reinforces trust and accountability. By implementing an efficient and structured recall process, YAPP INDIA safeguards customer safety, mitigates liability, demonstrates operational diligence, and ensures alignment with ESG principles, fostering continuous improvement and proactive risk management across all product lines.

6.8 Environmental Safety Threats

YAPP INDIA evaluates fuel tank systems under extreme climate and environmental conditions to ensure durability, reliability, and safety across diverse regions. Product designs incorporate materials and engineering solutions resilient to temperature variations, humidity, and other environmental stressors. Testing and validation protocols assess potential climate-induced failures, informing design improvements and operational controls. By proactively addressing climate risks, YAPP INDIA ensures that products remain safe under all conditions, protecting customers and employees. These measures reinforce ESG principles, demonstrate responsible engineering practices, and contribute to long-term sustainability, operational resilience, and stakeholder confidence in the safety and reliability of all products.

6.9 Staff Safety Influence

YAPP INDIA recognizes that employee safety directly impacts product quality and customer protection. Comprehensive training programs, safety protocols, and risk mitigation measures are implemented to prevent workplace incidents. Continuous monitoring of operational practices, adherence to safety guidelines, and provision of personal protective equipment minimize hazards. Safe work environments reduce the likelihood of errors, defects, or accidents that could compromise customer safety. By prioritizing employee well-being, YAPP INDIA ensures operational integrity, product reliability, and stakeholder trust. Integrating employee and customer safety into ESG-focused policies fosters a culture of responsibility, accountability, and continuous improvement throughout the organization.

6.10 Communication Transparency Issues

YAPP INDIA ensures clear, timely, and transparent communication regarding product safety, hazards, and corrective actions. Safety reports, alerts, and updates are provided to regulators, customers, and other stakeholders, detailing incidents, preventive measures, and ongoing improvements. Internal communication ensures employees and suppliers are informed of safety protocols and responsibilities.

Transparency enhances trust, demonstrates accountability, and supports continuous improvement in safety management. By proactively sharing relevant safety information, YAPP INDIA aligns with ESG principles, fosters stakeholder confidence, and ensures that customers are fully informed to use products safely, while maintaining compliance with regulatory and ethical standards.

6.11 Consumer Safety Liabilities

Legal, operational, and quality teams coordinate to address incidents efficiently and ethically. Training, and supplier audits, are implemented to reduce risks. Compensation and remediation are provided in accordance with applicable laws and ethical standards. By managing liability proactively, YAPP INDIA protects customer safety, maintains regulatory compliance, and demonstrates corporate accountability. These practices reflect the company's ESG commitments to responsible manufacturing, stakeholder protection, and continuous enhancement of safety and quality standards across all product lines.

7.0 ESG Objectives

1. Sustainability Issue : Faulty Product Dangers
Objective : Minimize safety risks from defective products
Measure : Number of faulty product incidents
Target Value : ↓0

2. Sustainability Issue : Regulatory Noncompliance
Objective : Ensure adherence to safety regulations
Measure : % compliance with safety regulations
Target Value : ↑100%

3. Sustainability Issue : Operational Safety Gaps
Objective : Strengthen operational safety protocols
Measure : % of safety audits passed
Target Value : ↑100%

4. Sustainability Issue : Feedback Mechanism Weaknesses
Objective : Improve safety and wage feedback processes
Measure : % of feedback addressed within 15 days
Target Value : ↑65%

5. Sustainability Issue : Vehicle Data Breaches
Objective : Protect vehicle and customer data
Measure : Number of data breaches
Target Value : ↓0

6. Sustainability Issue : Transport Compliance Risks
Objective : Minimize transportation-related hazards
Measure : Number of transport incidents
Target Value : ↓0

7. Sustainability Issue : Recall Management Inefficiency
Objective : Strengthen product recall processes
Measure : % of recalls executed successfully
Target Value : ↑100%

8. Sustainability Issue : Environmental Safety Threats
Objective : Reduce environmental risks from operations
Measure : Number of environmental incidents
Target Value : ↓0

9. Sustainability Issue : Staff Safety Influence
Objective : Ensure employee safety in all operations
Measure : % of staff trained in safety protocols
Target Value : ↑100%

10. Sustainability Issue : Communication Transparency Issues
Objective : Improve transparency in safety and wage communication
Measure : % of disclosures made publicly
Target Value : ↑100%

11. Sustainability Issue : Consumer Safety Liabilities
Objective : Minimize consumer-related safety claims
Measure : Number of consumer safety claims
Target Value : ↓2

8.0 Applicable Standards, Laws, and Acts

- Minimum Wage Laws of India
- United Nations Global Compact (Principle 1: Human Rights)
- ISO 26000 Social Responsibility Guidance

9.0 Policy Distribution

The living wage policy is communicated to all employees via email, intranet, and during onboarding sessions. Managers and supervisors receive detailed implementation guidelines and training to ensure consistency. External stakeholders, including suppliers and contractors, are informed about the company's wage standards to promote alignment across the value chain.

Copies of the policy are also included in employee handbooks, and periodic awareness sessions are conducted to ensure understanding. Communication emphasizes transparency, fairness, and commitment to achieving the time-bound quantitative living wage target.

10.0 Annual Review

YAPP INDIA will conduct an annual review of wage structures, progress toward quantitative targets, and local cost-of-living adjustments. The will assess achievements, identify gaps, and recommend wage adjustments to maintain compliance with living wage benchmarks. Employee feedback, wage surveys, and benchmarking against industry standards will be integrated into the review. Findings and updates will be documented in the annual ESG report, ensuring transparency and accountability. The review process ensures continuous improvement and readiness to adapt to socio-economic changes, regulatory updates, and stakeholder expectations.

11.0 Disciplinary Action for Policy Violators

Any deliberate violation of the living wage policy, including underpayment, wage manipulation, or failure to meet set deadlines, will result in disciplinary actions. Measures may include verbal or written warnings, suspension, or termination of responsible personnel. Managers failing to ensure compliance in their units may face corrective action, retraining, or reassignment. Employees found withholding wage-related information or falsifying records will also be subject to disciplinary measures. The company ensures that disciplinary procedures are applied fairly, consistently, and documented, upholding accountability while aligning with labor laws and internal ethical standards.

12.0 Reporting Mechanism

Employees can report wage discrepancies or non-compliance through an internal grievance system, accessible via HR, email, or a reports are handled confidentially, with protection from retaliation. The ESG Committee reviews all reports, investigates complaints, and ensures corrective actions are implemented promptly. Regular reporting includes metrics on living wage compliance, wage gaps, grievance resolution time, and progress toward the quantitative target. Employees are updated on outcomes through newsletters and meetings. This mechanism ensures transparency, encourages participation, and reinforces the company’s commitment to achieving living wage targets by the set deadline.

13.0 Conclusion

YAPP INDIA is committed to achieving a quantitative, time-bound living wage target to ensure fair compensation, support employee well-being, and foster sustainable labor practices. Compliance with national and is central to the company’s ESG strategy. Continuous monitoring, transparent reporting, and proactive remediation will safeguard the rights of all employees and demonstrate YAPP INDIA’s leadership in social responsibility

11. Inclusive Work Culture Policy

YAPP INDIA/SMS/POLICY- 11

1.0 Purpose

YAPP INDIA is committed to fostering an inclusive, respectful, and safe workplace for all employees. This policy aims to prevent discrimination and harassment in any form—physical, verbal, or psychological—based on gender, race, ethnicity, religion, sexual orientation, disability, or any other characteristic. It aligns business operations with while enhancing employee well-being and business performance.

2.0 Scope of Application

This policy applies to all employees, contractors, interns, and consultants across all functions, operations, and sites in India. It encompasses recruitment, employment, promotions, training, compensation, and work-related interactions, ensuring a consistent standard of inclusivity and non-discrimination across all business areas.

3.0 Governance

The ESG Committee is responsible for oversight, monitoring, and enforcement of the anti-discrimination and harassment policy. Governance includes periodic audits, reporting to the Board of Directors, and ensuring compliance with national.

4.0 Definition of Terms

- **Discrimination:** Unequal treatment of employees based on race, gender, sexual orientation, religion, disability, age, or other protected characteristics.
- **Harassment:** Unwanted conduct—verbal, physical, or psychological—that creates an intimidating, hostile, or offensive work environment.
- **Inclusivity:** Practices that ensure all employees, regardless of identity or background, have equal opportunities and feel valued.
- **Protected Groups:** Categories safeguarded under local.

5.0 Roles and Responsibilities

- **ESG Committee:** Monitor adherence, conduct risk assessments, and recommend corrective measures.
- **HR Department:** Implement training, grievance mechanisms, salary audits, and recruitment guidelines.
- **Managers and Supervisors:** Promote inclusivity, identify potential risks, and ensure prompt action on complaints.
- **Employees:** Participate in training, respect all colleagues, and report incidents through the grievance mechanism.

6.0 Inclusive Work Culture Policy

6.1 Harassment Remediation Process

YAPP INDIA implements structured, non-judicial remediation procedures for employees impacted by discrimination or harassment. Remedial measures are proportional, transparent, and continuously monitored to ensure effectiveness. Support services, including counseling, mentoring, or workplace adjustments, are offered to restore employee well-being and confidence. Corrective actions aim to address root causes, prevent recurrence, and reinforce organizational values. Remediation procedures are communicated clearly to affected employees, maintaining confidentiality and accountability throughout the process. By ensuring timely, effective, and fair remediation, YAPP INDIA upholds human rights, strengthens ESG commitments, and demonstrates its dedication to a safe, respectful, and equitable workplace for all employees.

6.2 Employee Safety Protection

YAPP INDIA prohibits all forms of harassment, including verbal, physical, and psychological abuse. Policies define unacceptable behaviors and outline reporting, investigation, and disciplinary procedures. Regular training and awareness campaigns educate employees about respectful workplace conduct and preventive measures. Confidential grievance mechanisms ensure safe reporting, while prompt investigation and resolution protect employees from harm. By addressing harassment proactively, YAPP INDIA cultivates a positive, safe, and inclusive work environment. This commitment aligns with national legislation, and ESG principles, ensuring that all employees are treated with dignity and respect, fostering organizational trust, morale, and productivity.

6.3 Workplace Inclusion Programs

YAPP INDIA provides employees with disabilities access to workplace accommodations, assistive technologies, and specialized training to ensure effective participation in all roles. Infrastructure, tools, and support programs are designed to enable full contribution to decision-making, career development, and organizational initiatives. Managers are trained on inclusive practices and adjustments required for diverse abilities. Regular audits and assessments ensure accessibility and identify areas for improvement. By integrating employees with disabilities into all aspects of operations, YAPP INDIA promotes equity, strengthens organizational talent, and meets ESG and human rights commitments. Inclusion enhances productivity, employee engagement, and a culture of mutual respect.

6.4 Age-Based Discrimination

YAPP INDIA ensures that employment, promotion, remuneration, and career development decisions are based solely on merit, skills, and performance, not age. Recruitment practices are designed to encourage intergenerational diversity and equitable opportunities for all employees, fostering knowledge sharing and innovation. Policies promote equal access to training, mentorship, and advancement across age groups. Awareness campaigns address unconscious age bias, and grievance mechanisms allow reporting of unfair treatment. By maintaining age equity, YAPP INDIA enhances workplace inclusivity, respects human rights, ensures compliance with national and aligns with ESG principles, creating a diverse and balanced workforce capable of meeting evolving business and societal needs.

6.5 Diversity Hiring Actions

YAPP INDIA ensures that recruitment is transparent, merit-based, and free from bias. Candidates, whether internal or external, are evaluated solely on skills, qualifications, and experience. Recruitment processes include structured interviews, standardized scoring, and anonymized applications where feasible, minimizing the potential for bias related to gender, age, race, religion, disability, or other protected characteristics. Clear guidelines and monitoring mechanisms reinforce fairness, while HR ensures compliance with legal and ESG standards. By promoting equitable hiring, YAPP INDIA attracts diverse talent, ensures equal opportunities, and builds an inclusive workforce aligned with organizational values and sustainable human capital management practices.

6.6 Compensation Fairness Program

YAPP INDIA monitors and audits compensation practices to ensure equitable pay for equivalent roles and responsibilities. Pay structures are designed to eliminate disparities based on gender, ethnicity, or other protected characteristics. Regular reviews address potential inequities, ensure compliance with legal standards, and incorporate merit, experience, and performance considerations. Transparent communication and feedback channels allow employees to raise concerns regarding remuneration.

By promoting pay equity, YAPP INDIA reinforces fairness, trust, and organizational integrity. Ensuring equal pay supports employee engagement, talent retention, and ESG-aligned principles, reflecting the company's commitment to ethical practices, human rights, and inclusive workforce management.

6.7 Gender Inequality Concerns

YAPP INDIA strictly prohibits any form of gender-based discrimination in the workplace. All decisions related to recruitment, promotions, pay, and professional opportunities are made on merit, ensuring equitable treatment for all genders. The company implements regular training programs addressing unconscious bias, inclusivity, and workplace equity to cultivate a respectful environment. Policies encourage equal participation, mentorship, and leadership opportunities for all employees. By promoting gender equality, YAPP INDIA not only complies with legal and but also fosters a diverse, inclusive, and high-performing workforce aligned with its ESG commitments and organizational values.

6.8 Inclusive Development Practices

YAPP INDIA ensures all promotions and professional development opportunities are based on merit, performance, and demonstrated potential. Human Resources provides managers with clear guidelines and training to prevent bias in decisions related to career growth, mentoring, or skill development programs. Monitoring systems are in place to ensure equitable access to development opportunities across all employee demographics. By fostering transparency and inclusivity in career advancement, the company strengthens retention, employee engagement, and workforce diversity. This approach aligns with ESG principles and human rights standards, ensuring that every employee has the opportunity to advance professionally without discrimination or unequal treatment

6.9 Fair Opportunity Actions

YAPP INDIA actively fosters an inclusive work environment by implementing initiatives that go beyond recruitment and compensation. Policies support gender-neutral facilities, inclusive language, cultural celebrations, flexible work arrangements, and accommodations for diverse employee needs. Awareness programs educate employees about inclusion and diversity principles, while management actively monitors participation and outcomes. By promoting equal opportunities in daily workplace practices, YAPP INDIA ensures that all employees, regardless of background or identity, feel valued, respected, and empowered. These measures enhance engagement, collaboration, and productivity while aligning with ESG principles, legal compliance, and human rights standards for an equitable and inclusive workplace.

6.10 Employee Grievance Process

YAPP INDIA maintains a confidential, accessible grievance mechanism for reporting discrimination and harassment concerns. Employees are informed about the mechanism's availability at all times. The system ensures non-retaliation, preserves confidentiality, and guarantees timely investigation and resolution of complaints. Processes are transparent, fair, and consistent, empowering employees to report issues without fear. Management monitors trends, identifies areas of improvement, and strengthens preventive measures. By providing a reliable grievance framework, YAPP INDIA fosters trust, accountability, and workplace well-being. This approach aligns with ESG principles and human rights obligations, ensuring that employees can work in a safe, inclusive, and respectful environment

6.11 Ethnic Discrimination Concerns

YAPP INDIA does not tolerate discrimination based on race, ethnicity, or cultural background. Recruitment, performance evaluation, career progression, and training opportunities are consistently reviewed to ensure fairness and equal treatment. Diversity and inclusion initiatives, employee awareness programs, and grievance channels reinforce a respectful and equitable workplace. Regular monitoring and audits of HR practices identify potential disparities and enable corrective action. By valuing cultural diversity, the company promotes creativity, collaboration, and employee engagement while aligning with national laws, and ESG principles. Inclusive policies ensure that all employees can thrive irrespective of racial or ethnic identity.

6.12 Employee Safeguard Procedures

YAPP INDIA ensures that employees reporting discrimination, harassment, or any policy violations are fully protected against retaliation. Policies safeguard confidentiality and guarantee that reporting does not negatively affect career progression, evaluation, or workplace relationships. Employees are encouraged to raise concerns without fear, and management monitors compliance with anti-retaliation measures. Awareness campaigns reinforce protections, while grievance procedures provide independent oversight. By fostering a safe reporting culture, YAPP INDIA enhances accountability, transparency, and employee trust. These practices comply with legal obligations and ESG principles, ensuring that the organization maintains a respectful, equitable, and inclusive workplace where all employees feel empowered to voice concerns safely.

6.13 Harassment Prevention Actions

YAPP INDIA implements proactive measures to prevent workplace harassment, including establishing anti-harassment committees, internal audits, and monitoring systems. Open dialogue sessions, awareness campaigns, and employee workshops foster a respectful and inclusive culture. Policies define unacceptable behaviors, reporting procedures, and consequences for violations. By combining preventive initiatives with robust grievance mechanisms, the company ensures early detection, prompt intervention, and a supportive environment for affected employees.

These measures strengthen employee confidence, workplace morale, and productivity. Preventing harassment aligns with legal obligations, human rights principles, and ESG commitments, creating a safe, inclusive, and equitable workplace where all employees are treated with dignity and respect.

6.14 Sexual Orientation Equality

YAPP INDIA is committed to fostering an inclusive environment for LGBTQ+ employees, ensuring equitable access to opportunities, benefits, and protections from harassment or bias. Policies explicitly prohibit discrimination based on sexual orientation across recruitment, promotion, pay, and professional development. Awareness campaigns, training, and mentorship programs support an inclusive culture. Safe and confidential grievance mechanisms are in place for reporting any misconduct. By actively promoting acceptance and diversity, YAPP INDIA ensures that all employees can work without fear or prejudice, supporting organizational excellence, innovation, and ESG-aligned principles of equality, human rights, and respect for all stakeholders.

6.15 Open Support Communities

YAPP INDIA encourages the formation and active participation to support vulnerable or minority employees. These groups include networks for gender identities, cultural or ethnic communities, working parents, and other affinity groups. ERGs provide peer mentoring, networking, and professional development opportunities while fostering inclusion, belonging, and engagement. Leadership and management support initiatives from ERGs, integrating their feedback into policy and workplace improvements. By empowering employees to collaborate, share experiences, and advocate for their communities, YAPP INDIA strengthens diversity, equity, and inclusion across the organization while supporting ESG-aligned principles of employee well-being and a respectful workplace culture.

6.16 Religious Equity Measures

YAPP INDIA respects and accommodates employees' religious practices and cultural beliefs in the workplace. Policies provide flexibility in schedules, leave, dress codes, and celebrations to foster inclusivity and respect. Awareness programs educate employees about cultural sensitivity and workplace diversity. Grievance mechanisms are in place to address complaints related to religious or cultural bias. By creating a supportive environment that values diverse beliefs, YAPP INDIA enhances employee engagement, collaboration, and morale. These initiatives align with national labor laws, and ESG principles, reinforcing a workplace culture that embraces cultural diversity, mutual respect, and equitable treatment for all employees.

6.17 Inclusive Recruitment Practices

YAPP INDIA mitigates unconscious bias in recruitment by standardizing selection processes, anonymizing candidate information where feasible, and training hiring managers on inclusive hiring practices. Recruitment decisions are regularly audited for fairness and equity.

Job descriptions, evaluation criteria, and interview panels are designed to ensure diversity and merit-based selection. Awareness programs educate employees about biases and their impact on recruitment outcomes. By preventing discrimination at the point of hiring, YAPP INDIA ensures a diverse and inclusive workforce, improves organizational performance, aligns with ESG and human rights commitments, and establishes a foundation for equitable career growth and employee satisfaction across all demographics.

6.18 Workplace Respect Education

YAPP INDIA provides all employees with regular training on preventing, identifying, and addressing discrimination and harassment in the workplace. Training programs cover workplace ethics, unconscious bias, inclusive behavior, and anti-harassment practices. Employees learn how to recognize inappropriate conduct, report concerns safely, and contribute to a positive, respectful environment. Programs are updated periodically to reflect legal changes, emerging best practices, and ESG standards. By equipping employees with the knowledge and skills to maintain an inclusive workplace, YAPP INDIA ensures a culture of respect, accountability, and fairness, reinforcing ethical business conduct, compliance, and employee well-being across all levels of the organization

6.19 Development Opportunity Imbalance

YAPP INDIA guarantees equal access to training, skill development, and leadership programs for all employees. Learning initiatives are designed to enhance competencies, support career growth, and align with ESG principles. Managers monitor participation and outcomes to ensure fairness, while mentorship and coaching are available to all staff. Regular assessments identify gaps in access and enable corrective actions. By providing equitable professional development, YAPP INDIA fosters workforce inclusivity, enhances employee engagement, supports internal mobility, and ensures that all employees have opportunities to develop skills, advance careers, and contribute effectively to organizational goals, consistent with ESG and human rights standards.

7.0 ESG Objectives

1. Sustainability Issue : Harassment Remediation Process
Objective : Ensure timely and effective remediation of harassment cases
Measure : % of cases remediated
Target Value : ↑100%

2. Sustainability Issue : Employee Safety Protection
Objective : Safeguard employee health and safety
Measure : % of employees covered under safety protocols
Target Value : ↑100%

3. Sustainability Issue : Workplace Inclusion Programs
Objective : Promote workplace inclusion for employees with disabilities
Measure : % of disabled employees supported
Target Value : ↑100%

4. Sustainability Issue : Age-Based Discrimination
Objective : Prevent discrimination based on age
Measure : Number of age discrimination cases
Target Value : ↓0

5. Sustainability Issue : Diversity Hiring Actions
Objective : Strengthen diversity in recruitment
Measure : % of new hires from diverse backgrounds
Target Value : ↑12%

6. Sustainability Issue : Compensation Fairness Program
Objective : Ensure equitable compensation
Measure : % of employees with fair compensation
Target Value : ↑100%

7. Sustainability Issue : Gender Inequality Concerns
Objective : Eliminate gender-based disparities
Measure : Number of gender discrimination cases
Target Value : ↓0

8. Sustainability Issue : Inclusive Development Practices
Objective : Promote inclusive career development
Measure : % of employees benefiting from inclusive programs
Target Value : ↑65%

9. Sustainability Issue : Fair Opportunity Actions
Objective : Ensure equal opportunities for all employees
Measure : % of employees with access to opportunities
Target Value : ↑100%

10. Sustainability Issue : Employee Grievance Process
Objective : Strengthen grievance handling mechanisms
Measure : % of grievances resolved within 30 days
Target Value : ↑70%

11. Sustainability Issue : Ethnic Discrimination Concerns
Objective : Eliminate ethnic-based discrimination
Measure : Number of ethnic discrimination cases
Target Value : ↓0

12. Sustainability Issue : Employee Safeguard Procedures
Objective : Protect employees from harassment and harm
Measure : % of employees aware of safeguard procedures
Target Value : ↑100%

13. Sustainability Issue : Harassment Prevention Actions
Objective : Implement proactive harassment prevention measures
Measure : % of preventive measures implemented
Target Value : ↑100%

14. Sustainability Issue : Sexual Orientation Equality
Objective : Ensure equality regardless of sexual orientation
Measure : Number of related discrimination cases
Target Value : ↓0

15. Sustainability Issue : Open Support Communities
Objective : Promote peer support and open communication
Measure : Number of active support groups
Target Value : ↑2

16. Sustainability Issue : Religious Equity Measures
Objective : Prevent religious-based discrimination
Measure : Number of cases reported
Target Value : ↓0

17. Sustainability Issue : Inclusive Recruitment Practices
Objective : Ensure diversity and inclusion in hiring
Measure : % of recruitment processes following inclusive guidelines
Target Value : ↑100%

18. Sustainability Issue : Workplace Respect Education
Objective : Educate employees on respectful workplace behavior
Measure : % of employees trained
Target Value : ↑100%

19. Sustainability Issue : Development Opportunity Imbalance
Objective : Eliminate disparities in employee development opportunities
Measure : % of employees with equal access to development programs
Target Value : ↑100%

8.0 Applicable Standards, Laws, and Acts

- OHSAS 18001 Occupational Health and Safety
- ISO 26000 Social Responsibility Guidance
- Indian Constitution, Equal Remuneration Act, and Sexual Harassment of Women at Workplace Act

9.0 Policy Distribution

The anti-discrimination and harassment policy is distributed to all employees through email, company intranet, and during onboarding. Managers receive detailed implementation guides and are trained to handle complaints confidentially and effectively. Contractors, interns, and suppliers are informed of the policy to ensure consistent adherence. Employees are encouraged to review the policy regularly and participate in training sessions on diversity, inclusion, and anti-harassment practices.

10.0 Annual Review

The ESG Committee conducts an annual review of the policy's effectiveness, including audits of recruitment, compensation, promotions, training programs, and grievance reports. Employee surveys, salary audits, and workplace assessments are used to identify gaps or recurring issues. Review findings are documented and reported to the Board of Directors along with recommendations for policy updates or additional training initiatives. This review ensures continuous alignment with national and evolving best practices in diversity and inclusion. Action plans are implemented to mitigate identified risks and reinforce inclusivity and equity in the workplace.

11.0 Disciplinary Action for Policy Violators

Any employee found engaging in discriminatory or harassing behavior will face disciplinary action, including verbal or written warnings, suspension, or termination, depending on the severity of the violation. Managers failing to address complaints promptly may also face corrective actions. Employees found to provide false information during investigations will be subject to disciplinary measures. The company ensures that actions are consistent, documented, and compliant with labor laws, providing transparency while protecting the rights of all parties involved. Repeat violations or serious misconduct that endangers employee well-being or safety may result in immediate termination.

12.0 Reporting Mechanism

YAPP INDIA maintains a confidential grievance mechanism accessible to all employees via HR, email, intranet. Reports of discrimination or harassment are reviewed promptly by the HR department and ESG Committee. Employees are protected against retaliation, and confidentiality is maintained throughout the process. Investigations are conducted fairly, corrective actions are documented, and complainants receive updates on resolution progress. Anonymous reporting options are available, and external stakeholder concerns are also considered. Data from grievance reports are analyzed periodically to identify patterns, inform policy updates, and enhance employee training programs to ensure a safe and inclusive workplace.

13.0 Conclusion

YAPP INDIA is dedicated to cultivating a respectful, diverse, and inclusive workplace free from discrimination and harassment. By combining policy enforcement, regular training, grievance mechanisms, and continuous monitoring, the company ensures alignment with, national laws, and best practices. This commitment enhances employee satisfaction, business performance, and social responsibility, reinforcing YAPP INDIA’s position as an ethical and inclusive employer.

12. Eco-Services and Advocacy Policy

YAPP INDIA/SMS/POLICY- 12

1.0 Purpose

YAPP INDIA is committed to providing environmental services and advocacy to help customers and stakeholders reduce environmental impact. The policy promotes sustainable practices across operations, including waste management, emissions reduction, eco-friendly product design, and sustainable supply chain engagement.

2.0 Scope of Application

This policy applies to all YAPP INDIA employees, contractors, and business partners involved in manufacturing, assembly, logistics, and customer services. It covers all operations, including production, R&D, and transportation. Geographically, the policy applies across India and in all regions where YAPP INDIA conducts business or provides services.

3.0 Governance

Environmental services and advocacy initiatives are overseen by the ESG Steering Committee. The committee ensures compliance with national and, reviews performance metrics, coordinates inter-departmental environmental programs, and provides strategic guidance to mitigate environmental risks while promoting sustainable practices across the company and its customer base.

4.0 Definition of Terms

- **Environmental Services:** Solutions provided to manage and reduce environmental impacts.
- **Advocacy:** Promotion of sustainable practices to stakeholders and customers.
- **VOC:** Volatile Organic Compounds affecting air quality.
- **REACH:** EU chemical safety regulation.
- **Circular Economy:** Practices that minimize waste and maximize resource reuse.

5.0 Roles and Responsibilities

- **CEO:** Endorses policy and allocates resources.
- **CSO/ESG Steering Committee:** Oversees program implementation, monitoring, and reporting.
- **Department Heads:** Integrate environmental services into operations.
- **Employees:** Follow guidelines and participate in environmental initiatives.
- **Suppliers/Contractors:** Adhere to environmental standards in their operations.

6.0 Eco-Services and Advocacy Policy

6.1 Improper Waste Management

YAPP INDIA ensures all waste is handled responsibly by segregating, recycling, or disposing of materials according to ISO 14001 standards and local regulations. Operations include continuous monitoring to prevent environmental contamination, with clear protocols for hazardous and non-hazardous waste streams. Employees and suppliers are trained on proper handling, disposal, and recycling practices, promoting accountability across the value chain. Regular audits and process reviews ensure compliance, identify improvement opportunities, and encourage waste minimization. By integrating sustainable waste management into everyday operations, YAPP INDIA reduces environmental impact, conserves resources, and supports circular economy principles, while fulfilling its ESG and regulatory obligations.

6.2 Excessive Energy Consumption

YAPP INDIA is committed to reducing energy consumption through the deployment of energy-efficient equipment, optimized processes, and adoption of renewable energy sources where feasible. Energy audits are conducted regularly to identify areas for improvement and implement conservation measures. Operational adjustments, such as lighting optimization, process automation, and equipment upgrades, enhance efficiency while minimizing carbon footprint. Employees are trained in energy conservation practices, reinforcing organizational commitment. By tracking consumption, evaluating opportunities for renewable integration, and continuously optimizing processes, YAPP INDIA mitigates environmental impact, reduces operational costs, and aligns with sustainability goals and ESG objectives for climate action.

6.3 Wastewater Environmental Impact

YAPP INDIA implements stringent effluent treatment and water management practices to prevent pollution of local water sources. Regular water quality testing ensures that discharges meet legal and environmental requirements. Employees are trained on responsible water use, spill prevention, and emergency response protocols. The company continuously evaluates operations to identify opportunities for reducing water consumption and minimizing contaminants. By prioritizing water stewardship, YAPP INDIA safeguards ecosystems, maintains community trust, and aligns its operations with ESG principles and sustainable resource management.

6.4 Packaging Waste

YAPP INDIA prioritizes eco-friendly, recyclable, and sustainable packaging materials to reduce environmental impact. Packaging is designed for minimal waste, compliance with and local regulations.

Suppliers are evaluated for adherence to sustainable packaging standards, and continuous monitoring ensures compliance throughout the supply chain. Customer adoption of eco-packaging solutions is encouraged through awareness initiatives and product guidance. The company regularly reviews packaging designs to optimize material usage and recyclability. By promoting sustainable packaging practices, YAPP INDIA reduces waste generation, supports circular economy principles, and demonstrates environmental responsibility in alignment with ESG commitments and regulatory expectations.

6.5 Emission Control Failures

YAPP INDIA actively implements carbon reduction programs across operations, including low-emission equipment, energy optimization, and sustainable logistics strategies. Scope 1 and Scope 2 emissions are tracked, and processes are continuously reviewed to identify reduction opportunities. Employees are trained on energy efficiency and climate-conscious operational practices. Supplier and transportation partners are engaged to support emission reduction objectives. The company also explores renewable energy integration and carbon offset initiatives where feasible. By proactively managing its carbon footprint, YAPP INDIA demonstrates environmental responsibility, supports climate mitigation efforts, and aligns operational practices with ESG commitments and global sustainability standards.

6.6 Circularity Implementation Risks

YAPP INDIA integrates circular economy principles by designing products for reuse, recycling, and easy disassembly. Materials are recovered wherever possible, reducing reliance on virgin resources and minimizing landfill contributions. Supply chains are evaluated for recyclability and sustainability compliance, while employees are trained in circular practices. Continuous improvement initiatives identify opportunities to increase material efficiency and resource recovery. By promoting circularity, YAPP INDIA enhances resource efficiency, reduces environmental impact, and supports long-term sustainability goals. These practices align with ESG objectives, regulatory expectations, and global best practices, fostering responsible production and consumption throughout the organization and its value chain.

6.7 Noise Emission Concerns

YAPP INDIA monitors and controls noise levels in production facilities to comply with local regulations and minimize impact on employees and surrounding communities. Engineering controls, soundproofing, and operational adjustments are implemented to reduce noise generation. Employee awareness and training programs promote safe practices, including use of hearing protection where required. Regular noise monitoring and audits ensure compliance and identify areas for improvement. By actively managing sound emissions, YAPP INDIA safeguards employee health, maintains harmonious community relations, and demonstrates its commitment to environmental responsibility and ESG principles, integrating noise control into its broader occupational health and environmental management systems.

6.8 Environmental Degradation Concerns

YAPP INDIA sources raw materials sustainably, prioritizing suppliers with environmental certifications and responsible resource management practices. The company monitors supply chains to ensure compliance with sustainability standards and avoid deforestation or overuse of non-renewable resources. Supplier audits, procurement policies, and material traceability initiatives enforce adherence to responsible sourcing requirements. Operational processes are optimized to reduce resource consumption and promote circular use. By ensuring sustainable material sourcing and responsible utilization, YAPP INDIA reduces ecological impact, supports biodiversity preservation, meets ESG commitments, and contributes to long-term environmental sustainability, fostering ethical practices across its operations and supply chain.

6.9 Environmental Safety Hazards

Manufacturing, handling, and distribution processes are monitored for potential environmental impacts, ensuring that products meet safety and quality standards. Procedures include hazard identification, preventive measures, and emergency preparedness protocols. Employees are trained in safe handling, waste management, and environmental best practices. By proactively managing environmental risks, YAPP INDIA safeguards customers, strengthens trust, and maintains compliance with regulatory and ESG requirements, demonstrating accountability and commitment to responsible operations that protect human health and the surrounding environment.

6.10 Sustainability Compliance Failures

YAPP INDIA ensures operations align with ISO 14001, CDP, and other international environmental standards. Regular internal audits, assessments, and monitoring confirm adherence to environmental policies and regulatory obligations. Corrective and preventive actions are implemented where non-compliance is identified. Employees and suppliers are trained on environmental standards and ESG expectations. By integrating international best practices into daily operations, YAPP INDIA promotes sustainable production, reduces ecological footprint, and ensures accountability. Compliance with global standards enhances operational credibility, stakeholder trust, and ESG alignment, reflecting the company's commitment to environmental stewardship, responsible resource management, and long-term sustainability objectives.

6.11 Environmental Advocacy Gaps

YAPP INDIA actively engages stakeholders through workshops, campaigns, and communication programs promoting environmental sustainability. Employees, suppliers, and customers are encouraged to adopt eco-friendly practices, reduce emissions, and support responsible consumption. The company organizes awareness initiatives on climate action, circular economy, waste reduction, and sustainable materials.

Feedback mechanisms help evaluate program effectiveness and improve outreach strategies. By advocating for environmental responsibility, YAPP INDIA fosters community engagement, strengthens stakeholder collaboration, and amplifies its ESG impact. These initiatives cultivate a culture of su stainability, encouraging collective action and demonstrating leadership in environmental stewardship beyond operational compliance and regulatory requirements.

7.0 ESG Objectives

1. Sustainability Issue : Improper Waste Management
Objective : Ensure proper waste disposal and management
Measure : % of waste properly managed
Target Value : ↑100%

2. Sustainability Issue : Excessive Energy Consumption
Objective : Reduce energy usage in operations
Measure : % reduction in energy consumption
Target Value : ↓5%

3. Sustainability Issue : Wastewater Environmental Impact
Objective : Minimize negative impact of wastewater
Measure : % compliance with wastewater standards
Target Value : ↑100%

4. Sustainability Issue : Packaging Waste
Objective : Reduce packaging-related waste
Measure : % of packaging waste recycled
Target Value : ↑80%

5. Sustainability Issue : Emission Control Failures
Objective : Ensure effective emission control measures
Measure : Number of emission control failures
Target Value : ↓0

6. Sustainability Issue : Circularity Implementation Risks
Objective : Promote circular economy practices
Measure : % of operations implementing circularity initiatives
Target Value : ↑50%

7. Sustainability Issue : Noise Emission Concerns
Objective : Reduce noise pollution from operations
Measure : Number of noise-related incidents
Target Value : ↓0

8. Sustainability Issue : Environmental Degradation Concerns
Objective : Minimize environmental degradation risks
Measure : Number of degradation incidents
Target Value : ↓0

9. Sustainability Issue : Environmental Safety Hazards
Objective : Ensure environmental safety in operations
Measure : % of safety audits passed
Target Value : ↑100%

10. Sustainability Issue : Sustainability Compliance Failures
Objective : Achieve full compliance with environmental standards
Measure : % compliance with sustainability regulations
Target Value : ↑100%

11. Sustainability Issue : Environmental Advocacy Gaps
Objective : Strengthen advocacy and environmental initiatives
Measure : Number of advocacy programs conducted
Target Value : ↑2

8.0 Applicable Standards, Laws, Acts

- ISO 14001 (Environmental Management)
- EU Directives (VOC, Packaging, REACH)
- Carbon Disclosure Project (CDP)
- Responsible Care and VinylPlus initiatives
- UN Global Compact 10 Principles
- OECD Guidelines for Multinational Enterprises
- Local environmental protection laws

9.0 Policy Distribution

This policy is distributed to all employees, contractors, and suppliers through internal communication platforms, onboarding sessions, and annual training programs. Physical copies are available in operational units and head office. Customers and business partners are informed via corporate communications, and contractual documents. Updates and revisions are communicated promptly through emails, internal newsletters, and stakeholder meetings to ensure awareness, transparency, and consistent adoption of environmental services and advocacy principles across all levels of the organization.

10.0 Annual Review

The ESG Steering Committee conducts an annual review of environmental services and advocacy initiatives. This review evaluates compliance with internal policies, regulatory requirements, and international standards. Performance metrics, audit findings, and customer feedback are analyzed to assess effectiveness. Recommendations for improvements, including training, new services, or updated protocols, are documented. Results are communicated to senior management and stakeholders, ensuring continuous enhancement of YAPP INDIA's environmental impact mitigation efforts. Corrective actions are implemented for any identified gaps to strengthen the company's commitment to sustainable business practices and stakeholder engagement.

11.0 Disciplinary Action for Policy Violators

Employees or contractors failing to adhere to environmental services and advocacy policies will be subject to corrective measures, including verbal or written warnings, retraining, suspension, or termination, depending on severity. Non-compliance by suppliers or contractors may result in suspension or termination of contracts. All violations are documented and investigated by the ESG Steering Committee to ensure fairness. Repeat violations trigger stricter consequences. Disciplinary measures aim to prevent environmental risks, reinforce accountability, and maintain organizational integrity. The company encourages reporting of non-compliance through confidential channels to proactively mitigate environmental harm.

12.0 Reporting Mechanism

YAPP INDIA has a formal reporting mechanism for environmental concerns, accessible to employees, contractors, and customers. Reports can be submitted via email, or online platform. The mechanism ensures confidentiality, non-retaliation, and timely investigation. ESG Steering Committee monitors and addresses reported issues, documents actions taken, and communicates outcomes to relevant stakeholders. Regular reports are shared with senior management, highlighting trends, compliance levels, and opportunities for process improvement. The reporting system enables proactive identification and mitigation of environmental risks, supports continuous improvement of environmental services, and ensures stakeholder trust in YAPP INDIA's commitment to sustainable operations.

13.0 Conclusion

YAPP INDIA is committed to providing comprehensive environmental services and advocacy to reduce environmental impact across operations and stakeholder activities. The policy aligns with national and international regulations, ensuring sustainable practices, stakeholder engagement, and continuous improvement. It fosters environmental responsibility, transparency, and accountability across the organization.

13. Responsible Waste Disposal Policy

YAPP INDIA/SMS/POLICY- 13

1.0 Purpose

YAPP INDIA is committed to reducing waste and ensuring safe, environmentally responsible management of both hazardous and non-hazardous waste generated in our operations. This policy aligns with our ESG values by preventing pollution, promoting resource efficiency, and safeguarding employee health, community well-being, and ecosystem integrity.

2.0 Scope of Application

This policy applies to all YAPP INDIA employees, contractors, suppliers, and partners involved in design, procurement, manufacturing, assembly, waste handling, storage, transport, and disposal. It covers all operational sites in India, with applicability to international supply chains and customers wherever our products create environmental impact.

3.0 Governance

The ESG Steering Committee, under the Chief Sustainability Officer, governs waste management compliance and performance. It ensures alignment with ISO 14001, Responsible Care, REACH, and local laws as applicable. The committee monitors KPIs, oversees audits, approves partnerships with certified recyclers, and drives continual improvement in reducing waste intensity and hazardous risks.

4.0 Definitions

- **Waste:** Any (solid, liquid, or gas) discarded after production.
- **Hazardous Waste:** Waste posing risks to health/environment (e.g., sludges, solvents, acids).
- **VOC (Volatile Organic Compounds):** Harmful gases released during production.
- **Dioxins:** Toxic byproducts from certain plastics (e.g., PVC) incineration.
- **GHS:** Globally Harmonized System for classifying/labeling chemicals.

5.0 Roles & Responsibilities

- **CEO:** Approves waste policy and allocates resources.
- **ESG Committee:** Monitors compliance and performance.
- **Operations Team:** Implements segregation, storage, treatment, and disposal.
- **Procurement:** Sources eco-friendly, recyclable, and low-waste materials.
- **Employees:** Follow handling procedures and training.
- **Suppliers/Contractors:** Comply with waste standards and reporting.

6.0 Responsible Waste Disposal Policy

6.1 Circular Flow Mapping

YAPP INDIA uses waste stream mapping as a strategic tool to monitor, analyze, and improve waste management performance. By documenting the flow of waste from the point of generation through treatment, recovery, or disposal, we gain visibility into inefficiencies and identify opportunities for optimization. Mapping enables better decision-making on material use, supports accurate reporting, and provides the foundation for setting realistic waste reduction targets. This approach ensures traceability of all waste streams, reduces the likelihood of unaccounted disposal, and strengthens compliance with legal and environmental standards. Ultimately, it helps align operations with our sustainability and resource efficiency goals.

6.2 Sustainable Waste Practices

YAPP INDIA is dedicated to reducing internal waste generation by adopting systematic practices for reuse, recovery, and repurposing of materials. We prioritize extending the lifecycle of tools, machinery, and components through refurbishment and maintenance, ensuring they serve beyond their initial purpose. Items that can be reused replace single-use alternatives, thereby reducing overall consumption and environmental burden. Where possible, This approach enhances operational efficiency, reduces waste-to-production intensity, conserves resources, and reinforces our commitment to sustainable production and responsible resource management

6.3 Volatile Organic Emissions

YAPP INDIA recognizes the harmful impacts of Volatile Organic Compounds (VOCs) on human health and the environment. We are committed to minimizing VOC emissions through the use of advanced technologies, such as scrubbers, activated carbon systems, and emission-control equipment, alongside the adoption of low-VOC materials in production. Compliance with the EU VOC Directive, ISO 14001, and applicable environmental legislation is mandatory across all operations. Our strategy emphasizes prevention, control, and continuous monitoring to ensure emissions remain within safe limits. We also promote process innovation and material substitution, prioritizing worker safety, community health, and ecological protection at all times.

6.4 Unsafe Transport of Waste

YAPP INDIA ensures that all waste transport activities follow legal permits, safety protocols, and full traceability from point of origin to final disposal. Vehicles and containers used for hazardous waste transport are subject to strict compliance checks to avoid spills, accidents, and illegal dumping. GPS-enabled tracking systems are employed for high-risk shipments to ensure accountability and transparency. We work only with certified transporters who adhere to national and international standards. Training for contractors and employees further enhances compliance and safety. Our practices safeguard communities, protect the environment, and uphold YAPP INDIA’s commitment to responsible waste management.

6.5 Hazardous Movement Prevention

YAPP INDIA upholds strict controls to prevent unauthorized transboundary movement of hazardous waste, in line with global conventions and national regulations as applicable. Hazardous waste is carefully inventoried, tracked, and processed through certified local treatment and disposal partners. By limiting exports and ensuring environmentally sound management within the country, we minimize ecological risks and strengthen transparency. Detailed documentation and third-party accountability mechanisms ensure that waste is traceable to its final destination. This approach reinforces compliance with legal frameworks, prevents illegal transfers, protects ecosystems, and demonstrates YAPP INDIA's strong commitment to responsible hazardous waste management and community safety.

6.6 Waste Disposal Noncompliance

YAPP INDIA is committed to responsible hazardous waste management, ensuring that and other harmful substances are safely collected, stored, transported, and treated through authorized and certified partners. Unauthorized dumping, open burning, or unsafe disposal practices are strictly prohibited under company policy. We comply with all applicable Hazardous Waste Rules, national laws, and, ensuring environmental and human health protection. Our approach emphasizes ecosystem preservation, community well-being, and strict monitoring of waste handling practices. Continuous training, supplier evaluation, and audits ensure that

6.7 Waste Awareness Training

YAPP INDIA believes that employees play a pivotal role in achieving effective waste management and reduction. We conduct regular training programs, workshops, and awareness sessions to empower employees with knowledge on waste minimization, segregation, and environmentally responsible practices. Training includes practical demonstrations on identifying recyclable, non-recyclable, and, along with guidance on correct handling. Employees are provided with tools and resources to implement these practices at the workplace, making waste reduction part of daily routines. By fostering a culture of accountability and responsibility, we strengthen environmental stewardship while aligning employee behavior with organizational sustainability objectives.

6.8 Inadequate Recycling Practices

YAPP INDIA is committed to advancing a circular economy by prioritizing recycling across all operations. Materials such as plastics, and packaging residues are recycled through certified recyclers to maximize resource recovery and minimize environmental burden. Our goal is to achieve zero waste-to-landfill through improved segregation, vendor partnerships, and process innovations. We encourage employees and contractors to adopt recycling best practices and provide training on proper waste management. Collaborations with certified recyclers ensure compliance with environmental regulations, while continuous monitoring strengthens accountability. Through these efforts, we reduce waste, conserve resources, and enhance sustainability performance.

6.9 Waste Stream Management

YAPP INDIA enforces structured waste segregation and disposal practices across all facilities to ensure compliance with environmental regulations and to maximize recycling efficiency. Waste streams are clearly defined and categorized into paper, glass, plastics, organic matter, and hazardous substances. Each category is directed towards the appropriate channel, whether for recycling, treatment, or safe disposal, thereby minimizing contamination and improving recovery rates. Color-coded bins, labeling systems, and employee awareness campaigns ensure accuracy and accountability in segregation. This systematic approach reduces mixed waste, enhances sustainability performance, and demonstrates our commitment to responsible and transparent waste management practices.

6.10 Improper Segregation Waste

YAPP INDIA ensures that waste is properly segregated at the point of generation to reduce contamination risks and improve recycling efficiency. Waste streams are categorized into hazardous, recyclable, biodegradable, and general categories in line with legal and environmental best practices. Employees receive regular training to build awareness of proper waste-handling protocols, reducing errors and ensuring compliance. Waste segregation helps minimize environmental impact, lowers disposal costs, and supports our circular economy goals. Clear labeling, color-coded bins, and regular monitoring are enforced across facilities to strengthen compliance, efficiency, and accountability in waste management processes.

7.0 ESG Objectives

1. Sustainability Issue : Circular Flow Mapping
Objective : Enhance closed-loop material use
Measure : % of materials repurposed internally
Target Value : 20% ↑

2. Sustainability Issue : Sustainable Waste Practices
Objective : Improve adoption of sustainable waste methods
Measure : % of waste handled sustainably
Target Value : 90% ↑

2. Sustainability Issue : Volatile Organic Emissions
Objective : Reduce VOCs released to atmosphere
Measure : VOC emissions (kg/year)
Target Value : 5% ↓

5. Sustainability Issue : Unsafe Transport of Waste
Objective : Eliminate unsafe waste transport practices
Measure : No. of transport non-compliance cases
Target Value : 0 ↓

6. Sustainability Issue : Hazardous Movement Prevention
Objective : Strengthen control of hazardous waste transfers
Measure : % compliance with movement permits
Target Value : 100% ⬆

8. Sustainability Issue : Waste Disposal Noncompliance
Objective : Eliminate non-compliance in disposal
Measure : No. of non-compliance cases
Target Value : 0 ⬇

9. Sustainability Issue : Waste Awareness Training
Objective : Increase employee participation in training
Measure : % of employees trained
Target Value : 100% ⬆

10. Sustainability Issue : Inadequate Recycling Practices
Objective : Improve recycling efficiency
Measure : % of recyclable waste recovered
Target Value : 85% ⬆

11. Sustainability Issue : Waste Stream Management
Objective : Optimize management of multiple waste streams
Measure : % waste correctly directed to streams
Target Value : 95% ⬆

12. Sustainability Issue : Improper Segregation Waste
Objective : Reduce incorrect waste segregation
Measure : % segregation accuracy
Target Value : 100% ⬆

8.0 Applicable Standards, Laws, Acts

- ISO 14001, ISO 26000 (Environmental & Social Responsibility)
- Responsible Care & RCMS
- EU REACH Regulation
- EU VOC Limitation Directive
- EU Packaging & Packaging Waste Directive
- United Nations Global Compact (Principles 7–9)
- GHS (Globally Harmonized System)
- Indian Hazardous and Other Wastes Rules, 2016

9.0 Policy Distribution

The Waste Management Policy will be communicated to all employees, suppliers, and contractors via induction programs, internal circulars, and training sessions. Copies will be available in production areas, offices, and on the company intranet. Key highlights will be included in and supplier contracts. Regular workshops and communication campaigns will ensure awareness, and performance data will be shared transparently. Any revisions to the policy will be promptly communicated across all levels to maintain accountability and compliance.

10.0 Annual Review

The ESG Steering Committee will review this policy annually to evaluate its effectiveness, compliance with regulations, and alignment with global best practices. The review will include waste audit results, supplier compliance, hazardous waste treatment outcomes, and progress toward KPI targets. Stakeholder feedback will be incorporated to address evolving expectations. Lessons learned from environmental incidents will inform corrective actions. Updated benchmarks and targets will be approved by senior management. Findings will be shared transparently with stakeholders. Continuous improvement will be ensured through integration into business planning and operational decision-making.

11.0 Disciplinary Action

Any employee, supplier, or contractor found violating waste management procedures, such as improper segregation, unsafe disposal, or non-compliance with hazardous waste rules, will face disciplinary action. Consequences include mandatory retraining, written warnings, suspension, or termination for repeated or severe breaches. For suppliers, violations may lead to contract suspension or termination. All violations will be formally investigated by the ESG Steering Committee, with root causes addressed promptly. Non-retaliation policies protect whistleblowers reporting waste mismanagement. The goal of disciplinary actions is to uphold environmental integrity, regulatory compliance, and corporate responsibility while preventing recurrence of violations and safeguarding health and ecosystems.

12.0 Reporting Mechanism

YAPP INDIA has established a confidential reporting mechanism for waste-related concerns, accessible to employees, suppliers, and stakeholders. Issues such as improper waste disposal, or unsafe storage can be reported through dedicated, emails, or. Reports are reviewed by the ESG Steering Committee, which ensures prompt investigation, corrective action, and feedback to reporters. Anonymous reporting is permitted, and retaliation is strictly prohibited. Regular reporting of waste generation, treatment, and recycling performance is integrated into ESG disclosures. This mechanism fosters accountability, transparency, and proactive risk management across all levels of waste handling operations.

13.0 Conclusion

YAPP INDIA is committed to minimizing waste and managing hazardous and non-hazardous materials responsibly. Through compliance with international standards, transparent reporting, and innovation in waste reduction, we aim to protect ecosystems, enhance human health, and ensure sustainability. Waste management is integral to our ESG strategy, reinforcing our role as a responsible industry leader.

14. Sustainable Product Disposal Policy

YAPP INDIA/SMS/POLICY- 14

1.0 Purpose

YAPP INDIA is committed to managing the environmental impacts of its products at the end-of-life stage. This includes reducing plastic waste, promoting recyclability, minimizing emissions, and preventing microplastic pollution. The policy emphasizes design for recyclability, responsible disposal, and promoting customer awareness regarding environmentally safe end-of-life practices.

2.0 Scope of Application

This policy applies to all YAPP INDIA employees, contractors, suppliers, and partners involved in design, manufacturing, packaging, logistics, and customer support. It covers all plastic fuel tank systems and components manufactured in India and distributed to domestic and international markets, ensuring environmental responsibility throughout the product lifecycle.

3.0 Governance

The ESG Steering Committee, led by the Chief Sustainability Officer, oversees the implementation of product end-of-life management practices. The committee ensures compliance with international and local environmental regulations, monitors progress against KPIs, coordinates cross-functional initiatives, and guides design and operational decisions to minimize the environmental footprint of products after their lifecycle ends.

4.0 Definition of Terms

- **Product End-of-Life (EOL):** Stage when a product is retired from use.
- **Recyclability:** Ability of a product to be processed and reused.
- **Biodegradable Plastics:** Plastics that degrade naturally under environmental conditions.
- **Microplastics:** Small plastic particles causing environmental harm.
- **Hazardous Waste:** Waste posing potential environmental or health risks.

5.0 Roles and Responsibilities

- **CEO:** Endorses the policy and provides strategic direction.
- **CSO/ESG Committee:** Monitors compliance, audits, and reviews product EOL performance.
- **Product Design Team:** Integrates recyclability and eco-friendly materials in design.
- **Operations & Manufacturing:** Ensures production and disposal comply with EOL policy.
- **Suppliers:** Supply recyclable and compliant materials.

6.0 Sustainable Product Disposal Policy

6.1 Recyclability Compliance Deficit

YAPP INDIA is committed to designing all products with sustainability in mind by reducing reliance on non-recyclable plastics. Wherever technically and commercially feasible, recyclable materials are prioritized in manufacturing and product development. The company ensures that resin identification codes are clearly provided on plastic components to enable easy segregation, collection, and recycling at the end of product life. This approach aligns with circular economy principles, reduces waste, and supports extended producer responsibility. Through responsible product design, YAPP INDIA promotes environmental stewardship and enables downstream recyclers and customers to make informed choices that reduce environmental impacts.

6.2 Plastic Waste Pollution

YAPP INDIA actively implements programs to minimize plastic waste generated during manufacturing processes and ensures that waste is responsibly managed through collection, segregation, and recycling. The company integrates lean manufacturing techniques to reduce process inefficiencies and resource consumption. In addition, end-of-life products are addressed through collection mechanisms and recycling initiatives to prevent them from entering landfills or polluting the environment. By embedding plastic waste management into its sustainability strategy, YAPP INDIA contributes to reducing environmental degradation, conserving natural resources, and supporting a cleaner ecosystem for future generations, in line with national and international environmental management standards.

6.3 Plastic Particle Pollution

Recognizing the growing global concern over microplastic pollution, YAPP INDIA proactively designs products to minimize microplastic shedding during both use and disposal phases. This includes selecting materials with reduced fragmentation risks and improving surface durability. The company also provides customers with clear instructions for responsible handling and disposal of products to reduce microplastic release into soil and water systems. By aligning with scientific research and best practices, YAPP INDIA aims to reduce ecological and human health impacts linked to microplastics. The company’s approach ensures that sustainability is integrated into design, manufacturing, and consumer awareness campaigns.

6.4 Hazardous Component Disposal

YAPP INDIA is dedicated to preventing environmental contamination through responsible management of hazardous components used in its operations. All hazardous materials are strictly tracked, handled, and disposed of in compliance with ISO 14001, national regulations, and local environmental laws. The company partners only with certified disposal vendors and regularly audits compliance to ensure the highest standards of environmental safety.

Employees handling such materials receive adequate training to mitigate risks. This rigorous process ensures that no hazardous waste contaminates soil, air, or water, safeguarding communities and ecosystems while reinforcing YAPP INDIA's reputation for responsible environmental stewardship.

6.5 Composite Resin Concerns

To promote easier recycling and dismantling at the end of life, YAPP INDIA avoids unnecessary use of multi-resin product designs that complicate recovery processes. Instead, the company prioritizes single-resin or compatible material systems that streamline recycling and enhance product sustainability. Where multi-resin use is technically necessary, clear product documentation and markings are provided to assist recyclers. This design philosophy reflects YAPP INDIA's commitment to circular economy practices, reducing resource wastage, and supporting long-term recyclability of its products. By reducing complexity in material combinations, the company minimizes barriers to efficient recycling and maximizes recovery rates across the supply chain.

6.6 Enduring Plastic Footprint

YAPP INDIA recognizes the environmental challenges of non-biodegradable plastics and proactively seeks to replace them with biodegradable or oxo-biodegradable alternatives whenever technically feasible and safe for product performance. Research and innovation are continuously pursued to identify sustainable material substitutes that meet safety, durability, and functionality requirements. The company also engages with suppliers and industry partners to explore biodegradable material options and scale their application. This approach reduces long-term ecological impacts, prevents accumulation of plastics in the environment, and aligns with global sustainability objectives. YAPP INDIA balances product safety with environmental responsibility to foster a more sustainable material ecosystem.

6.7 Product Disposal Awareness

YAPP INDIA recognizes that customer participation is essential to ensure responsible end-of-life handling of products. Therefore, the company provides clear disposal instructions, awareness campaigns, and sustainability guidance through product labeling, digital platforms, and customer communication channels. Awareness efforts highlight the importance of recycling, safe disposal, and avoiding environmentally harmful practices such as open dumping or burning. YAPP INDIA also partners with stakeholders to organize training and campaigns that empower customers to take informed decisions at the product's end-of-life stage. By fostering consumer education, YAPP INDIA creates shared responsibility for environmental stewardship and strengthens circular economy practices.

6.8 Packaging Regulation Breach

YAPP INDIA strictly ensures that all packaging materials meet national legislation and international requirements, including the EU Packaging and Packaging Waste Directive. The company adopts eco-friendly packaging designs that minimize material usage, reduce environmental impact, and ensure recyclability. Packaging waste is managed responsibly through supplier compliance, audits, and monitoring systems to eliminate risks of non-compliance. This approach supports legal obligations while strengthening environmental responsibility across the value chain. By using compliant, sustainable packaging solutions, YAPP INDIA demonstrates its commitment to reducing environmental impacts, supporting circular economy objectives, and safeguarding its reputation as a responsible manufacturer in global markets.

6.9 Disposal Contamination Hazard

YAPP INDIA places strong emphasis on preventing environmental contamination during the disposal of its products. End-of-life products are collected, sorted, and safely processed using certified recycling and disposal systems. Strict procedures are followed to prevent leakage, spillage, or unsafe handling that may harm ecosystems. The company collaborates with licensed partners and waste management agencies to ensure safe and traceable disposal methods. Through awareness campaigns, customer guidance, and strict operational practices, YAPP INDIA prevents contamination of soil, water, and air. This proactive approach reflects the company's accountability for the entire lifecycle of its products, including their ultimate disposal.

6.10 Improper Landfill Practices

YAPP INDIA strictly prohibits disposal of products in unauthorized or unsafe landfills. Instead, it partners exclusively with certified recyclers and licensed waste management companies that comply with environmental and legal standards. This ensures that products and materials are processed responsibly, reducing risks of soil contamination, groundwater pollution, and ecosystem degradation. Audits of disposal partners are regularly conducted to verify compliance and accountability. By adopting a zero-tolerance policy toward illegal landfilling, YAPP INDIA ensures that its environmental footprint is minimized while contributing to national and global efforts aimed at eliminating unsustainable and unsafe waste disposal practices.

6.11 Ineffective EOL Framework

YAPP INDIA recognizes the importance of robust internal policies to ensure effective end-of-life (EOL) management of products and materials. The company documents, communicates, and periodically updates its EOL procedures to align with evolving regulations, industry standards, and best practices. Employees are trained to understand and implement these policies consistently across operations. Regular internal audits are carried out to measure compliance and identify improvement areas.

By embedding clear EOL responsibilities into its management systems, YAPP INDIA ensures a structured, sustainable, and accountable approach that enhances transparency, operational efficiency, and environmental responsibility across its business operations.

6.12 Disposal Carbon Burden

YAPP INDIA is committed to minimizing the carbon footprint associated with product end-of-life through responsible recycling, optimized reverse logistics, and energy-efficient disposal methods. The company evaluates the lifecycle emissions of its products and implements initiatives to reduce transportation distances, improve collection efficiency, and partner with low-carbon recyclers. Innovative recycling solutions and collaborations with sustainability-focused vendors further support emission reductions. By integrating carbon reduction strategies into its end-of-life management framework, YAPP INDIA not only complies with climate-related regulations but also demonstrates leadership in advancing low-carbon solutions that align with global decarbonization and climate change mitigation goals.

6.13 Tracking Compliance Lapses

YAPP INDIA acknowledges that tracking end-of-life products is critical to ensuring their safe collection, recycling, and disposal. Systems are established to monitor product returns and facilitate reverse logistics. Collaboration with recyclers, distributors, and other stakeholders strengthens product traceability throughout the value chain. This approach reduces risks of improper disposal, enhances recovery of recyclable materials, and ensures regulatory compliance. By deploying digital tracking tools and data-driven reporting mechanisms, YAPP INDIA builds transparency in EOL management. Tracking systems also provide valuable insights that inform product design improvements and support the company’s broader commitment to circular economy principles.

6.14 Material Compliance Breach

YAPP INDIA maintains strict supplier requirements to ensure that all sourced materials and components comply with end-of-life management standards. Suppliers must demonstrate adherence to sustainable material sourcing, recycling readiness, and proper disposal practices. Regular audits, assessments, and compliance checks are conducted to verify supplier performance. Any supplier failing to meet requirements is subject to corrective actions or disengagement. By holding suppliers accountable, YAPP INDIA ensures that sustainability commitments extend across the value chain. This collaborative approach fosters responsible supply chain practices, enhances environmental outcomes, and strengthens the company’s reputation as a sustainable automotive systems manufacturer.

6.15 Limited Circular Promotion

YAPP INDIA is committed to playing an active advocacy role in promoting sustainable end-of-life practices among stakeholders, including customers, suppliers, and industry peers. The company organizes educational campaigns, workshops, and stakeholder engagement initiatives to raise awareness of environmentally responsible product disposal and recycling.

By sharing best practices and collaborating with industry associations, YAPP INDIA amplifies its impact and contributes to collective sustainability goals. Advocacy extends beyond compliance to fostering cultural change and responsibility among all stakeholders. This approach strengthens community awareness, builds partnerships, and positions YAPP INDIA as a leader in sustainable end-of-life management advocacy.

7.0 ESG Objectives

1. Sustainability Issue : Recyclability Compliance Deficit
Objective : Enhance recyclable material use in product design
Measure : % recyclable materials in products
Target Value : ↑ 80%

2. Sustainability Issue : Plastic Waste Pollution
Objective : Minimize plastic waste from operations and product disposal
Measure : % plastic waste recycled
Target Value : ↑ 75%

3. Sustainability Issue : Plastic Particle Pollution
Objective : Reduce microplastic release during production and disposal
Measure : % reduction in microplastic discharge
Target Value : ↓ 50%

4. Sustainability Issue : Hazardous Component Disposal
Objective : Ensure safe disposal of hazardous materials
Measure : % hazardous waste treated safely
Target Value : ↑ 100%

5. Sustainability Issue : Composite Resin Concerns
Objective : Shift towards safer and recyclable resin alternatives
Measure : % use of recyclable composite resins
Target Value : ↑ 60%

6. Sustainability Issue : Enduring Plastic Footprint
Objective : Reduce long-lasting plastic impact post-disposal
Measure : % products designed for recyclability
Target Value : ↑ 85%

7. Sustainability Issue : Product Disposal Awareness
Objective : Improve customer awareness on responsible disposal
Measure : % customers reached through awareness programs
Target Value : ↑ 100%

8. Sustainability Issue : Packaging Regulation Breach
Objective : Comply fully with packaging disposal regulations
Measure : % compliance with packaging EOL rules
Target Value : ↑ 100%

9. Sustainability Issue : Disposal Contamination Hazard
Objective : Minimize risk of contamination in waste disposal
Measure : % safe disposal practices followed
Target Value : ↑ 95%

10. Sustainability Issue : Improper Landfill Practices
Objective : Avoid landfill disposal of recyclable products
Measure : % waste diverted from landfills
Target Value : ↑ 80%

11. Sustainability Issue : Ineffective EOL Framework
Objective : Strengthen end-of-life product management system
Measure : % compliance with EOL framework
Target Value : ↑ 90%

12. Sustainability Issue : Disposal Carbon Burden
Objective : Reduce carbon emissions from product disposal
Measure : % reduction in disposal-related CO_2
Target Value : ↓ 5%

13. Sustainability Issue : Tracking Compliance Lapses
Objective : Improve monitoring of product EOL compliance
Measure : % audits conducted successfully
Target Value : ↑ 95%

14. Sustainability Issue : Material Compliance Breach
Objective : Ensure all materials meet compliance standards
Measure : % material compliance rate
Target Value : ↑ 100%

15. Sustainability Issue : Limited Circular Promotion
Objective : Promote circular economy principles in product lifecycle
Measure : % EOL products reused or recycled
Target Value : ↑ 60%

8.0 Applicable Standards, Laws, Acts

- ISO 14001 (Environmental Management)
- EU Directives: Packaging & Packaging Waste, VOC Limitation, REACH
- Biodegradable Products Institute Certification
- Eco-Emballages
- Responsible Care & VinylPlus initiatives
- United Nations Global Compact (10 Principles)
- OECD Guidelines for Multinational Enterprises
- National environmental laws on waste management and plastics

9.0 Policy Distribution

The policy is distributed to all employees, contractors, suppliers, and partners through internal communication platforms, training sessions, and onboarding programs. Physical copies are available in all operational units and the head office. Customers and partners are informed via the corporate website, product manuals, and communication campaigns. Updates, revisions, and key initiatives are communicated through emails, newsletters, and stakeholder meetings to ensure awareness, transparency, and consistent application of product end-of-life practices. Employees are encouraged to provide feedback for continuous improvement, and compliance is tracked through performance audits and operational reporting systems.

10.0 Annual Review

The ESG Steering Committee conducts an annual review of product end-of-life management performance, evaluating compliance with ISO 14001, local laws, and international regulations. The review includes metrics on recyclability, waste diversion, hazardous material management, microplastics reduction, and customer awareness initiatives. Recommendations for process improvement, design updates, training, or new recycling initiatives are documented and communicated to senior management. Corrective and preventive actions are implemented for any gaps identified. Review findings are shared with stakeholders to enhance transparency and strengthen YAPP INDIA's commitment to reducing environmental impact at the product end-of-life stage.

11.0 Disciplinary Action for Policy Violators

Employees or contractors failing to comply with product end-of-life management policies may face corrective measures, including verbal or written warnings, retraining, suspension, or termination depending on severity. Non-compliance by suppliers may result in contract termination or suspension. All violations are investigated by the ESG Steering Committee and documented to ensure accountability. Repeat violations trigger stricter consequences. Disciplinary measures aim to prevent environmental harm, reinforce organizational responsibility, and promote a culture of compliance. Reporting of non-compliance through confidential channels is encouraged to proactively mitigate risks associated with improper disposal, emissions, or microplastics from end-of-life products.

12.0 Reporting Mechanism

YAPP INDIA provides a formal mechanism for reporting product end-of-life concerns accessible to employees, suppliers, and customers. Reports can be submitted via email, hotline, or online platform. The mechanism ensures confidentiality, non-retaliation, and timely investigation. ESG Steering Committee monitors and addresses reported issues, documents actions, and communicates outcomes to relevant stakeholders. Reports include environmental incidents, non-compliance, and suggestions for improving product recyclability and disposal practices. Regular internal reports, audits, and performance metrics are shared with senior management to improve operational decision-making and reinforce commitment to minimizing environmental impacts from product end-of-life.

13.0 Conclusion

YAPP INDIA is committed to responsible product end-of-life management, reducing environmental impacts, promoting recyclability, and mitigating hazardous waste and microplastic pollution. This policy aligns with international and national regulations, promotes stakeholder awareness, and ensures continuous improvement in environmental performance across the product lifecycle.

15. Responsible Energy Consumption Policy

YAPP INDIA/SMS/POLICY- 15

1.0 Purpose

The purpose of this policy is to ensure efficient energy management, minimize greenhouse gas (GHG) emissions, and reduce environmental impacts across YAPP INDIA's operations. By integrating ESG principles, the policy seeks to foster sustainable growth, enhance operational efficiency, and align with global commitments to climate change mitigation.

2.0 Scope of Application

This policy applies to all employees, contractors, suppliers, and stakeholders involved in YAPP INDIA's manufacturing and assembly of plastic fuel tank systems. It covers production facilities, logistics operations, and supply chain partners across India and global markets. All operations and functions influencing energy consumption fall within its scope.

3.0 Governance

Energy governance at YAPP INDIA is overseen by the ESG Steering Committee and the Energy Management Team. Senior management ensures compliance with national and international energy regulations as applicable. The governance framework emphasizes transparent monitoring, performance reporting, and alignment with sustainability standards to ensure accountability and continuous improvement in energy efficiency.

4.0 Definitions of Terms

- **Scope 1 Emissions**: Direct GHG emissions from owned or controlled sources (e.g., fuel combustion).
- **Scope 2 Emissions**: Indirect GHG emissions from purchased energy (electricity, steam, heating, and cooling).
- **Energy Efficiency**: Optimizing energy consumption to achieve maximum output with minimal input.
- **GHG Emissions**: Carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF_6).

5. Roles and Responsibilities

- **Board of Directors**: Approve policy and review energy performance.
- **ESG Steering Committee**: Develop energy targets and monitor compliance.
- **Plant Managers**: Implement energy efficiency initiatives at facility level.

- **Employees**: Follow operational best practices and support energy reduction efforts.
- **Suppliers & Contractors**: Comply with energy standards and reporting requirements.

6.0 Responsible Energy Consumption Policy

6.1 Emission Reduction Offsets

YAPP INDIA acknowledges that not all emissions can be fully eliminated and, therefore, will invest in credible carbon offset projects that meet internationally recognized standards. Offsets will be sourced from projects such as reforestation, renewable energy development, and methane reduction initiatives, ensuring measurable, verifiable environmental benefits. The company will prioritize projects certified by respected bodies like the Gold Standard and Verified Carbon Standard to maintain integrity and transparency. By offsetting residual emissions responsibly, YAPP INDIA strengthens its climate strategy, contributes to global sustainability goals, and demonstrates accountability to stakeholders, ensuring environmental responsibility extends beyond operational boundaries.

6.2 Fossil Fuel Dependency

YAPP INDIA is committed to reducing its dependency on fossil fuels by gradually transitioning to cleaner, sustainable alternatives. The company actively explores renewable energy integration such as solar, wind, and biofuels to diversify its energy portfolio. Investments in green infrastructure, coupled with partnerships for renewable energy sourcing, will support this transition. Fossil fuel reliance will be minimized by progressively adopting low-carbon technologies and expanding renewable projects across facilities. This approach aligns with global energy transition goals, reduces long-term operational risks, and enhances energy security. YAPP INDIA views reducing fossil fuel dependency as a key step toward a sustainable future.

6.3 Employee Efficiency Education

YAPP INDIA is committed to fostering an energy-conscious workforce by integrating energy conservation into employee learning. Training will be a continuous process, beginning with onboarding sessions and reinforced through periodic refresher programs. Employees will be guided on responsible energy use, from machine operations to office practices, promoting accountability at every level. Awareness modules will cover both technical and behavioral aspects, enabling staff to identify and act on energy-saving opportunities. By empowering employees with knowledge, YAPP INDIA ensures that energy efficiency becomes a shared responsibility, driving measurable reductions in energy use while enhancing sustainability performance across operations

6.4 Operational GHG Emissions

YAPP INDIA is dedicated to reducing greenhouse gas emissions from its operations by addressing both direct (Scope 1) and indirect (Scope 2) emissions. The company adopts cleaner fuels, integrates renewable energy sources, and uses energy-efficient equipment to reduce its climate impact. Annual measurement, monitoring, and transparent reporting are conducted in accordance with the GHG Protocol, ensuring accountability and alignment with international climate commitments. By incorporating low-carbon technologies and expanding renewable electricity sourcing, YAPP INDIA contributes toward global climate goals while building operational resilience. Employee engagement, supplier collaboration, and continuous improvement practices strengthen the company's long-term climate action strategy.

6.5 Accountability Through Disclosure

YAPP INDIA values transparency as a cornerstone of its sustainability strategy. The company is committed to disclosing its energy consumption, GHG emissions, and performance against established targets in annual ESG and sustainability reports. Reporting follows recognized global frameworks to ensure consistency, comparability, and credibility. Stakeholders, including customers, and employees, are kept informed of progress through accessible and timely communication. This practice fosters trust, strengthens stakeholder engagement, and enhances accountability. Transparent reporting also encourages continuous improvement, as YAPP INDIA benchmarks progress against global best practices. Through openness and integrity, the company demonstrates leadership in sustainable manufacturing.

6.6 Efficient Technology Adoption

YAPP INDIA is committed to continuous improvement in energy efficiency by investing in modern, sustainable technologies. Legacy equipment will be systematically replaced with energy-efficient alternatives, including advanced production machinery, automated systems, and optimized lighting and HVAC solutions. The company will evaluate and adopt innovations that enhance energy savings without compromising productivity. Equipment upgrades will be supported by detailed assessments of cost-benefit and environmental impact, ensuring long-term returns. Benchmarking against industry best practices will guide technology choices, ensuring competitiveness and leadership in energy performance. Through this approach, YAPP INDIA seeks to achieve operational excellence while significantly reducing environmental impact.

6.7 Heat Utilization Inefficiency

YAPP INDIA acknowledges that steam and heat production represent a significant portion of its energy usage and carbon footprint. To address inefficiencies, the company adopts. Waste heat recovery initiatives are prioritized to reduce energy losses and optimize fuel consumption.

Regular preventive maintenance and performance audits ensure systems operate at peak efficiency, minimizing costs and emissions. Training is provided to technical staff for better operations and monitoring. By integrating best practices in steam and heat management, YAPP INDIA reduces inefficiencies while improving sustainability and overall operational reliability.

6.8 Energy Conservation Practices

YAPP INDIA will conduct regular energy audits across its manufacturing plants, warehouses, and offices to identify inefficiencies and establish clear roadmaps for improvement. Independent audits will provide detailed assessments of energy use patterns, highlight wastage, and recommend corrective actions. Findings will be transparently documented and shared internally, ensuring accountability and continuous improvement. Corrective measures will be prioritized based on feasibility and potential impact, with clear timelines for execution. Regular follow-up reviews will track progress against targets, ensuring audit insights translate into measurable reductions in energy consumption and costs. This proactive approach ensures sustainable, efficient operations across all facilities.

6.9 Uncontrolled Emission Release

YAPP INDIA strictly prohibits unnecessary gas flaring and is committed to mitigating fugitive emissions through proactive and preventive measures. The company employs advanced monitoring and control technologies to detect, capture, and minimize harmful releases. Preventive maintenance programs, leak detection systems, and employee training ensure operational integrity and compliance with global environmental standards. Where feasible, captured gases are recycled or repurposed into productive use, avoiding waste. Transparency in reporting flaring incidents, coupled with continuous performance audits, supports accountability and improvement. Through these initiatives, YAPP INDIA safeguards air quality, reduces risks to health and safety, and strengthens its commitment to climate protection.

6.10 Inefficient Energy Consumption

YAPP INDIA recognizes that energy consumption in manufacturing significantly impacts both operational efficiency and environmental sustainability. The company is committed to implementing ISO 50001 energy management systems as applicable, enabling continuous monitoring and optimization of energy performance. Through real-time data tracking, adoption of advanced production technologies, and investment in energy-efficient equipment, YAPP INDIA aims to lower consumption while maintaining high standards of product quality and operational reliability. The company also promotes sustainable manufacturing processes, encouraging innovation and employee awareness programs to reduce unnecessary energy usage. These efforts contribute to long-term cost savings, improved resource utilization, and a reduced environmental footprint.

6.11 Green Energy Adoption

YAPP INDIA is committed to reducing reliance on conventional energy by transitioning toward renewable energy sources such as solar, wind, and hydropower. The company will explore investments in on-site generation, including rooftop solar installations, while also securing long-term purchase agreements from renewable suppliers. This dual approach ensures energy security and alignment with international climate targets. Renewable sourcing will be scaled progressively, prioritizing feasibility, cost-effectiveness, and maximum impact on carbon reduction. Through these initiatives, YAPP INDIA aims to minimize its carbon footprint, demonstrate industry leadership in clean energy adoption, and support India's transition to a low-carbon economy in manufacturing and logistics.

6.12 Transport Emission Impact

YAPP INDIA acknowledges that transportation and logistics contribute significantly to carbon emissions. The company is committed to reducing these impacts through smarter fleet management, route optimization, and collaboration with logistics partners that share ESG compliance values. Efforts include gradually introducing hybrid and alternative fuel vehicles, upgrading fleet efficiency, and training drivers in eco-friendly practices. Digital logistics platforms are leveraged to reduce idle times, optimize loads, and minimize empty returns. Partnerships with sustainable carriers and green supply chain initiatives further enhance impact reduction. Through these measures, YAPP INDIA ensures its logistics operations are aligned with environmental responsibility and business efficiency.

6.13 Governance Compliance Risks

YAPP INDIA is fully committed to complying with all applicable Indian and international environmental regulations, including ISO standards, the UN Global Compact, REACH requirements as applicable, and the Energy Conservation Act. Regular internal and external audits are conducted to ensure ongoing compliance and identify areas of improvement. Employees receive training on legal requirements, operational best practices, and environmental responsibilities to foster a culture of compliance across the organization. The company actively monitors regulatory developments to remain ahead of changing obligations and reduce compliance risks. By maintaining strong governance and ethical standards, YAPP INDIA ensures trust, accountability, and sustainable business operations.

7.0 ESG Objectives

1. Sustainability Issue : Emission Reduction Offsets
Objective : Minimize lifecycle emissions through credible offsets
Measure : tCO_2e offset credits purchased
Target Value : ↑ 15%

2. Sustainability Issue : Fossil Fuel Dependency
Objective : Reduce reliance on fossil-based energy
Measure : % renewable energy share
Target Value : ↑ 15%

3. Sustainability Issue : Employee Efficiency Education
Objective : Enhance workforce energy literacy
Measure : # employees trained
Target Value : ↑ 100

4. Sustainability Issue : Operational GHG Emissions
Objective : Cut plant-level greenhouse gas emissions
Measure : tCO_2e emissions
Target Value : ↓ 5%

5. Sustainability Issue : Accountability Through Disclosure
Objective : Strengthen transparency in energy reporting
Measure : # public ESG/energy reports
Target Value : ↑ 2

6. Sustainability Issue : Efficient Technology Adoption
Objective : Implement energy-efficient machinery and tools
Measure : new energy-efficient technologies adopted
Target Value : ↑ 5

7. Sustainability Issue : Heat Utilization Inefficiency
Objective : Improve heat recovery systems
Measure : % heat energy reused
Target Value : ↑ 5%

8. Sustainability Issue : Energy Conservation Practices
Objective : Promote site-wide conservation habits
Measure : % energy savings vs baseline
Target Value : ↑ 8%

9. Sustainability Issue : Uncontrolled Emission Release
Objective : Minimize fugitive and uncontrolled emissions
Measure : incidents recorded
Target Value : ↓ 20%

10. Sustainability Issue : Inefficient Energy Consumption
Objective : Optimize total energy per production unit
Measure : kWh per unit produced
Target Value : ↓ 10%

11. Sustainability Issue : Green Energy Adoption
Objective : Increase use of solar, wind, and clean energy
Measure : MWh renewable energy consumed
Target Value : ↑ 15%

12. Sustainability Issue : Transport Emission Impact
Objective : Lower fuel emissions from logistics
Measure : tCO_2e from fleet/transport
Target Value : ↓ 5%

13. Sustainability Issue : Governance Compliance Risks
Objective : Ensure compliance with national energy regulations
Measure : % compliance audits passed
Target Value : ↑ 100%

8.0 Applicable Standards, Laws, Acts

- International (as applicable): ISO 14001,
- ISO 50001 (Energy Management), ISO 26000,
- GRI Standards, UN Global Compact,
- OECD Guidelines, Responsible Care,
- EU REACH, EU VOC Directive, EU Packaging Directive,
- Carbon Disclosure Project.
- National (India): Energy Conservation Act, 2001;
- National Electricity Policy;
- National Action Plan on Climate Change (NAPCC);
- State Energy Efficiency Policies.
- Other: Local environmental laws,
- industry-specific standards, and contractual ESG requirements.

9.0 Policy Distribution

This policy will be distributed electronically via the company intranet, email communication, and notice boards across all YAPP INDIA facilities. Suppliers, contractors, and partners will receive policy copies during onboarding, contract renewals, and sustainability workshops. Training sessions and awareness programs will be conducted annually to ensure employees understand the company's energy and GHG commitments. Policy updates will be incorporated into vendor management systems, ensuring compliance throughout the supply chain.

10.0 Annual Review

The ESG Steering Committee will review this policy annually to ensure relevance and effectiveness. The review will include assessment of energy consumption data, Scope 1 and Scope 2 GHG emissions, and progress towards energy reduction targets. Benchmarking against international best practices, peer companies, and national regulations will be conducted. The review process will also involve stakeholder feedback, supplier audits, and third-party verification where required. Revised targets, updated KPIs, and new action plans will be communicated across the organization and published in the company's sustainability report, reinforcing YAPP INDIA's commitment to continuous improvement in energy efficiency and climate responsibility.

11.0 Disciplinary Action for Policy Violators

Any employee, contractor, or supplier found in violation of this policy, including negligence in reporting, non-compliance with energy procedures, or deliberate misuse of energy resources, will be subject to disciplinary action. Actions may include retraining, written warnings, suspension, termination of contract, or legal proceedings depending on severity. Suppliers failing to adhere to policy standards may face contract termination or removal from the approved supplier list. Corrective actions will be enforced immediately to mitigate risks. A zero-tolerance stance applies to falsification of energy data. All disciplinary measures will be executed fairly, transparently, and in accordance with labor and regulatory requirements.

12.0 Reporting Mechanism

YAPP INDIA encourages transparent reporting of energy-related concerns and GHG risks. Employees, contractors, and suppliers can report violations or inefficiencies through designated reporting channels, including internal online portals, or direct reporting to the ESG Steering Committee. Anonymous submissions will be permitted to protect whistleblowers. All reports will be acknowledged, investigated promptly, and addressed with corrective actions. Progress updates will be communicated to the reporting party (if not anonymous). Annual consolidated energy and GHG reports will be disclosed in the company's sustainability report, ensuring accountability to regulators, investors, and stakeholders. Non-compliance reporting is protected against retaliation or discrimination.

13.0 Conclusion

YAPP INDIA reaffirms its commitment to sustainable energy management and GHG reduction in alignment with ESG principles. By addressing energy efficiency, monitoring Scope 1 and Scope 2 emissions, and complying with global standards, the company aims to contribute positively to climate action. Continuous improvement, employee engagement, supplier compliance, and transparent reporting are cornerstones of this policy.

16. Ensuring Customer Wellbeing Policy

YAPP INDIA/SMS/POLICY- 16

1.0 Purpose

This policy affirms YAPP INDIA's commitment to safeguarding customer health and safety by identifying, mitigating, and eliminating risks arising from our plastic fuel tank systems and components. We pledge to design, manufacture, and deliver products that protect human health, minimize harmful exposures, and comply with all regulatory requirements.

2.0 Scope of Application

This policy applies to all YAPP INDIA employees, contractors, suppliers, and third-party partners involved in product design, manufacturing, assembly, quality control, and distribution. It covers all business operations across India and applies to products supplied for both domestic and international automotive markets.

3.0 Governance

Governance of this policy lies with the Board of Directors and the ESG Steering Committee, with operational responsibility delegated to Quality, R&D, and HSE (Health, Safety & Environment) managers. Oversight will be ensured through periodic reviews, compliance monitoring, and transparent reporting to regulators, customers, and stakeholders.

4.0 Definition of Terms

- **Customer Health & Safety:** Protection of end-users from risks posed by products during intended or foreseeable use.
- **MSDS:** Material Safety Data Sheets providing chemical hazard details.
- **VOC:** Volatile Organic Compounds emitted from plastics that may affect indoor air quality.
- **Outgassing:** Slow release of volatile chemicals from products into the surrounding environment.
- **REACH:** EU Regulation on chemical safety (Registration, Evaluation, Authorisation and Restriction of Chemicals).

5.0 Roles & Responsibilities

- **Board of Directors:** Oversight and accountability for policy implementation.
- **HSE Department:** Identifying hazards, conducting product safety testing, compliance monitoring.
- **R&D Teams:** Substitution of hazardous materials with safer alternatives.
- **Quality Control:** Ensuring compliance with health and safety standards.

- **Employees:** Following safety protocols, reporting incidents.
- **Suppliers:** Adherence to customer health and safety requirements.

6.0 Ensuring Customer Wellbeing Policy

6.1 Exposure to Hazardous Chemicals

YAPP INDIA prioritizes customer safety by actively eliminating hazardous chemicals from its products. The company follows the principles of substitution, identifying safer alternatives wherever possible to reduce chemical risks. Compliance with REACH and national standards ensures that all materials meet stringent safety benchmarks. A structured phase-out plan will remove harmful substances while continuously evaluating safer options. By embedding chemical safety in design, procurement, and production processes, YAPP INDIA ensures its products pose no acute or chronic health risks. This approach safeguards customers, strengthens regulatory compliance, and demonstrates our commitment to delivering safe, sustainable, and health-conscious products to the market.

6.2 Air Quality Protection

YAPP INDIA recognizes the risks posed by volatile organic compound (VOC) emissions in plastic products. To protect customers, the company is committed to using low-VOC materials, conducting regular testing, and continuously improving material formulations. VOC monitoring will be integrated into product development and manufacturing, ensuring compliance with health standards. Outgassing risks will be addressed through design choices, supplier requirements, and robust quality control. YAPP INDIA also emphasizes customer safety by ensuring finished products meet strict indoor air quality benchmarks. By reducing VOC exposure, we help protect customer health, enhance trust, and set higher standards in sustainable product manufacturing.

6.3 Testing Compliance Lapses

YAPP INDIA commits to rigorous product safety testing to ensure its products meet the highest safety and performance standards. Comprehensive testing includes chemical analysis, stress evaluations, and simulations under real-life operating conditions. The goal is to identify and mitigate risks before products reach the market. Testing protocols will comply with global safety standards, ensuring consistency and reliability. In addition, independent verifications and third-party audits will support product integrity. By proactively testing all products, YAPP INDIA reduces the likelihood of recalls, builds customer confidence, and safeguards health by ensuring every product functions safely under intended and foreseeable conditions.

6.4 Material Safety Oversight

YAPP INDIA values transparency and is committed to providing customers with clear safety information for all its products. Material Safety Data Sheets (MSDS) and user guidelines will be made readily accessible in both print and digital formats. These documents will include handling instructions, risks, and emergency guidance to ensure safe use and disposal. Customers will also receive regular updates and online resources to address frequently asked questions. By making safety information easily available, YAPP INDIA empowers customers to make informed choices, handle products responsibly, and minimize risks. This approach builds trust while reinforcing accountability in customer safety.

6.5 Defective Product Design

YAPP INDIA ensures that all new product designs undergo rigorous validation, testing, and risk assessment to safeguard customers from potential hazards. The design process incorporates advanced simulation tools and reliability assessments to identify weaknesses early. By addressing risks such as leaks, breakages, or material degradation, the company prevents customer safety incidents. Multidisciplinary teams review designs before approval, ensuring compliance with global safety standards. Post-launch monitoring and feedback loops provide additional assurance that products perform safely throughout their lifecycle. YAPP INDIA's robust design practices reflect its commitment to delivering products that meet safety expectations and perform reliably under diverse conditions.

6.6 Unsafe Packaging & Labelling

YAPP INDIA ensures that packaging and labelling meet global safety and compliance standards. Packaging will clearly communicate hazards, handling instructions, and safe disposal guidance to minimize customer risks. Labels will be designed for clarity, durability, and readability, ensuring information remains accessible throughout the product's lifecycle. Mislabelled or unlabelled products will not be permitted to leave the facility, with strong quality checks in place to detect errors. Customers will also be provided with digital resources to supplement on-pack information. By ensuring accurate labelling and safe packaging, YAPP INDIA helps customers use products responsibly and reduces risks of accidents or misuse.

6.7 Misuse Prevention Failure

YAPP INDIA acknowledges that inadequate instructions can result in product misuse and safety risks. To prevent this, the company will develop comprehensive yet user-friendly guidance, including printed manuals, online resources, and multimedia tutorials. These resources will provide clear explanations of safe product use, maintenance, and disposal practices. Customers will also have access to support channels for queries and clarifications. Training videos and workshops may be offered for complex products, ensuring full understanding. By prioritizing clear, accessible, and proactive customer education, YAPP INDIA minimizes misuse incidents, enhances product longevity, and ensures safer experiences for customers across all product categories.

6.8 Cumulative Health Risks

YAPP INDIA recognizes that some materials may pose long-term health risks due to slow chemical release or degradation over time. The company is committed to conducting extensive toxicological studies and monitoring to assess potential impacts on customer health. Research findings will directly influence product design, material selection, and substitution strategies to prevent harm. Collaborations with scientific institutions and regulatory bodies will ensure best practices are applied. Preventive measures, including stricter supplier requirements and improved material testing, will further minimize risks. By proactively addressing long-term toxicity, YAPP INDIA ensures its products are not only safe today but remain safe over time.

6.9 Product Recalls

YAPP INDIA has established a robust recall management process to safeguard customer health in case of product safety issues. The system ensures quick identification, transparent communication, and efficient removal of unsafe products from the market. Customers and regulators will be informed promptly, with guidance provided on corrective measures or safe disposal. Dedicated recall teams will coordinate across supply chains to ensure maximum efficiency. Post-recall investigations will identify root causes and drive preventive improvements in design, manufacturing, or supply processes. YAPP INDIA's transparent approach ensures accountability, protects customers, and maintains trust by addressing safety concerns swiftly and responsibly.

6.10 International Compliance Failure

YAPP INDIA is committed to aligning with internationally recognized standards such as ISO 9001, ISO 14001, ISO 45001, and REACH. By embedding these frameworks into customer safety protocols, the company ensures its processes consistently meet global benchmarks. Regular audits, certifications, and external verifications will be pursued to demonstrate compliance and continuous improvement. These standards will guide product design, testing, and manufacturing, ensuring systematic safety management. Through strict adherence, YAPP INDIA strengthens stakeholder confidence, reduces risks of non-compliance, and assures customers that products meet the highest global quality and safety expectations. Compliance remains a cornerstone of our responsible business practices.

6.11 Reporting Mechanism Weakness

YAPP INDIA will maintain an accessible and transparent incident reporting system, enabling customers to share safety concerns directly and in real time. This system will be available through multiple channels, including online portals, customer helplines, and mobile apps. Feedback will be monitored promptly, with dedicated teams ensuring swift investigation and resolution. Lessons learned will feed into product improvements, employee training, and supplier requirements to prevent recurrence. Customers will also receive updates on the actions taken in response to their reports. By fostering open communication, YAPP INDIA enhances accountability, empowers customers, and continuously strengthens product safety standards across its operations.

6.12 Unsafe Material Procurement

YAPP INDIA acknowledges that product safety extends beyond its own operations into the supply chain. To address this, suppliers will be rigorously audited and required to comply with strict safety and quality standards. Unsafe or uncertified materials will be prohibited from entering the production process. Supplier contracts will include clear safety obligations, and performance will be monitored through audits and testing. Non-compliances will trigger corrective actions, and repeated violations may result in termination of partnerships. By holding suppliers accountable, YAPP INDIA ensures that safety is embedded across the entire value chain, reducing risks and protecting customers from unsafe materials.

6.13 Disposal Guidance Failure

YAPP INDIA recognizes the importance of customer guidance in managing product disposal responsibly. Clear recycling and disposal instructions will be provided with all products, using both physical labels and digital resources. Awareness campaigns and customer engagement initiatives will help promote responsible end-of-life practices, reducing environmental and health hazards. Disposal instructions will be designed to be simple, accessible, and actionable for customers across diverse regions. The company will also collaborate with recyclers and waste management partners to enhance recovery rates. By providing clear EOL guidance, YAPP INDIA helps customers minimize risks and promotes a safer, more sustainable circular economy.

6.14 Workforce Safety Incompetence

YAPP INDIA recognizes that employee knowledge and skills directly impact customer safety. Continuous training programs will be conducted to ensure employees understand health and safety requirements, product handling protocols, and emerging risks. Training will be practical, role-specific, and regularly updated to reflect regulatory changes and new technologies. Employees will be empowered to take accountability for safety at every production stage, reducing risks of human error. Assessments and feedback mechanisms will be integrated to measure training effectiveness. By investing in workforce competence, YAPP INDIA ensures its employees play an active role in upholding product safety and customer protection consistently.

6.15 Climate Impact Hazards

YAPP INDIA acknowledges that climate change poses risks to product safety, particularly through extreme temperatures, humidity, and environmental stressors. The company will adapt product designs to withstand such conditions, ensuring they do not degrade, leak, or emit harmful substances. Materials will be tested for durability under simulated climate scenarios, and preventive measures will be incorporated into design specifications. Products will also be evaluated for performance in varying geographies, accounting for diverse climate impacts. By proactively addressing climate-related risks, YAPP INDIA ensures long-term product reliability and customer safety, reinforcing resilience and sustainability in its product portfolio across changing environmental conditions.

7.0 ESG Objectives

1. Sustainability Issue : Exposure to Hazardous Chemicals
Objective : Eliminate hazardous chemical risks in products
Measure : % hazardous substances substituted
Target Value : 100% ⬆

2. Sustainability Issue : Air Quality Protection
Objective : Improve workplace and product-related air quality
Measure : % reduction in VOC emissions
Target Value : 5% ⬇

3. Sustainability Issue : Testing Compliance Lapses
Objective : Achieve full compliance with safety testing standards
Measure : % compliance rate
Target Value : 100% ⬆

4. Sustainability Issue : Material Safety Oversight
Objective : Ensure strict oversight of raw material safety
Measure : % supplier audits completed
Target Value : 100% ⬆

5. Sustainability Issue : Defective Product Design
Objective : Minimize defective product design incidents
Measure : design-related safety complaints
Target Value : 0 ⬇

6. Sustainability Issue : Unsafe Packaging & Labelling
Objective : Ensure all packaging meets safety standards
Measure : % correct labelling and packaging checks
Target Value : 100% ⬆

7. Sustainability Issue : Misuse Prevention Failure
Objective : Reduce product misuse through clear guidance
Measure : % products with usage instructions
Target Value : 100% ⬆

8. Sustainability Issue : Cumulative Health Risks
Objective : Minimize long-term health hazards from products
Measure : reported health-related cases
Target Value : 0 ⬇

9. Sustainability Issue : Product Recalls
Objective : Prevent safety-related product recalls
Measure : recalls issued
Target Value : 0 ↓

10. Sustainability Issue : International Compliance Failure
Objective : Achieve global regulatory compliance
Measure : % compliance with international standards
Target Value : 100% ↑

11. Sustainability Issue : Reporting Mechanism Weakness
Objective : Strengthen customer safety reporting channels
Measure : % increase in reporting efficiency
Target Value : 60% ↑

12. Sustainability Issue : Unsafe Material Procurement
Objective : Prevent procurement of unsafe materials
Measure : % supplier compliance verified
Target Value : 95% ↑

13. Sustainability Issue : Disposal Guidance Failure
Objective : Provide end-of-life disposal guidance for all products
Measure : % products with disposal instructions
Target Value : 100% ↑

14. Sustainability Issue : Workforce Safety Incompetence
Objective : Train workforce on product health and safety risks
Measure : % employees trained
Target Value : 100% ↑

15. Sustainability Issue : Climate Impact Hazards
Objective : Mitigate climate-related risks to product safety
Measure : % risk assessment completion
Target Value : 80% ↑

8.0 Applicable Standards, Laws & Acts

- REACH (EU), CLP (Classification, Labelling & Packaging of Substances)
- EU Packaging & Packaging Waste Directive
- Responsible Care Charter
- ISO 14001, ISO 26000, ISO 45001, ISO 9001
- United Nations Global Compact (10 Principles)
- OECD Guidelines for Multinational Enterprises

- GRI Standards (Customer Health & Safety Disclosure 416)
- Indian Environmental Protection Act, Factories Act, Hazardous Waste Management Rules

9.0 Policy Distribution

This policy will be communicated to all employees, contractors, and suppliers through training sessions, induction programs, and internal communication platforms. It will be published on the company's website, integrated into supplier contracts, and displayed prominently at all operational sites. Customers will be informed via product documentation, safety labels, and accessible Material Safety Data Sheets (MSDS). Awareness campaigns and stakeholder engagement forums will reinforce compliance across the value chain. Periodic workshops will ensure suppliers and third parties understand and adopt these health and safety commitments, making customer well-being central to all operational and business decisions.

10.0 Annual Review

This policy will be reviewed annually by the ESG Steering Committee, with inputs from HSE, Quality, and R&D departments. The review will evaluate compliance with global standards, national laws, customer expectations, and new technological developments. Key performance indicators, audit findings, incident reports, and customer feedback will guide necessary revisions. Updates will be documented, approved by the Board of Directors, and communicated across the organization and to external stakeholders. The review process ensures continuous improvement in safeguarding customer health and safety, embedding a culture of responsibility, innovation, and accountability throughout YAPP INDIA's operations and supply chain.

11.0 Disciplinary Action

Violations of this policy, whether intentional or due to negligence, will result in disciplinary action proportional to the severity of non-compliance. Employees may face written warnings, suspension, retraining, or termination. Suppliers and contractors failing to comply with YAPP INDIA's health and safety requirements may face contract termination, financial penalties, or removal from approved vendor lists. Management will ensure fair investigations and corrective actions. Repeated violations will trigger escalated consequences, including legal proceedings where applicable. This disciplinary framework ensures accountability, deters misconduct, and reinforces the company's commitment to customer health and safety across the value chain.

12.0 Reporting Mechanism

YAPP INDIA encourages employees, suppliers, and customers to report concerns related to product health and safety through confidential reporting channels, including an internal hotline, email system, or third-party grievance platform. All reports will be reviewed by the HSE and Quality departments, investigated promptly, and resolved transparently. Whistleblowers will be protected from retaliation under company policy.

Regular summaries of reported issues, actions taken, and outcomes will be presented to the ESG Steering Committee and shared with relevant stakeholders. This mechanism strengthens accountability, ensures early identification of risks, and builds trust by demonstrating YAPP INDIA's commitment to customer safety.

13.0 Conclusion

YAPP INDIA reaffirms its commitment to customer health and safety by embedding rigorous safeguards across product design, manufacturing, and delivery. By adhering to global standards, promoting transparency, and driving continuous improvement, we aim to provide safe, reliable automotive solutions that protect customers while contributing positively to environmental and social well-being.

17. Product Lifecycle Management Policy

YAPP INDIA/SMS/POLICY- 17

1.0 Purpose

This policy demonstrates YAPP INDIA's commitment to managing environmental, social, and governance impacts from the use and end-of-life stage of its plastic fuel tank systems and components. The purpose is to minimize adverse environmental effects, comply with international and national regulations, and promote circular economy solutions while ensuring product safety and sustainability.

2.0 Scope of Application

This policy applies to YAPP INDIA employees, suppliers, contractors, distributors, customers, and waste management partners. It covers all activities related to design, manufacture, assembly, distribution, use, and end-of-life management of plastic fuel tank systems and components across India and international markets, ensuring compliance with ESG standards and regulations.

4.0 Governance

Governance rests with the ESG Steering Committee, reporting directly to the Board of Directors. The EHS & Sustainability team ensures operational compliance, risk mitigation, and policy implementation. Oversight includes third-party audits, regular compliance checks, and transparent disclosures in line with GRI and CDP frameworks.

5.0 Definition of Terms

- **End-of-Life (EOL):** Stage when a product is no longer usable and is disposed, recycled, or reused.
- **VOC:** Volatile Organic Compounds emitted from materials during use or disposal.
- **Circular Economy:** An approach that emphasizes reuse, recycling, and resource recovery.
- **Extended** Producer Responsibility (EPR): Manufacturer's responsibility for managing product disposal.

6.0 Roles and Responsibilities

- **Board of Directors:** Approve and oversee ESG strategy.
- **ESG Steering Committee**: Monitor implementation and compliance.

- **EHS & Sustainability Department:** Execute policy, conduct audits, training, and reporting.
- **Employees:** Follow safe handling and disposal practices.
- **Suppliers & Customers:** Ensure compliance with responsible sourcing, usage, and end-of-life **disposal**.

7.1 Product Lifecycle Management Policy

7.1 Fuel Disposal Hazards

YAPP INDIA recognizes that improper disposal of plastic fuel tanks can contribute significantly to environmental pollution and landfill overburden. We are committed to implementing responsible disposal practices by collaborating with certified recyclers and developing structured take-back programs. Through extended producer responsibility (EPR), we will ensure that end-of-life tanks are collected, treated, and recycled properly. Our approach includes building partnerships across the value chain, engaging customers in responsible return mechanisms, and promoting recycling awareness. This commitment aligns with national and international standards to minimize waste and foster a circular economy, ensuring long-term environmental protection.

7.2 Waste Plastics Challenge

As a manufacturer of plastic fuel tanks, YAPP INDIA acknowledges the risks posed by non-recyclable materials that end up in landfills. To mitigate this, we will enhance product design by prioritizing recyclable plastics and reducing the use of mixed composites. Our design and engineering teams are tasked with embedding circular economy principles, enabling material reuse and easier dismantling of end-of-life products. By aligning with global sustainability initiatives and regulatory requirements, we aim to minimize our landfill impact. We remain committed to reducing non-recyclable waste year after year and to continuously innovating towards sustainable material solutions.

7.3 End-of-Life Emissions

YAPP INDIA is aware that end-of-life treatments such as incineration or solvent-based processes can release volatile organic compounds (VOCs) harmful to human health and the environment. To address this, we will ensure strict compliance with EU VOC directives, Indian environmental laws, and other international regulations. Our policies prioritize safe disposal methods, substitution of hazardous solvents, and collaboration with recyclers that follow environmentally sound practices. We are dedicated to minimizing VOC emissions by promoting eco-friendly technologies and material choices. This proactive approach reflects our responsibility to mitigate climate and health impacts from product disposal activities globally.

7.4 Microplastic Environmental Impact

The shredding and recycling of plastic fuel tanks pose a risk of microplastic leakage, contaminating ecosystems and water bodies. YAPP INDIA is committed to addressing this issue through responsible recycling partnerships and the adoption of closed-loop systems. By working with certified recyclers and monitoring recycling processes, we will prevent microplastic dispersion into the environment. Our approach includes continuous improvement in recycling technologies, supplier engagement, and robust environmental controls. We aim to contribute to pollution prevention, protect marine and terrestrial ecosystems, and align our practices with global sustainability goals such as the United Nations Sustainable Development Goals (SDGs).

7.5 Decomposition Failure Hazard

Traditional plastics used in fuel tanks are not biodegradable, contributing to long-term waste management challenges. YAPP INDIA is committed to innovation in material science by exploring bio-based polymers and biodegradable additives without compromising product safety and performance. We will collaborate with research institutes, suppliers, and industry bodies to test and adopt new materials that reduce environmental persistence. Our long-term strategy includes gradually integrating sustainable polymers into production, reducing reliance on fossil-based plastics, and ensuring environmental compatibility at end-of-life. This reflects our pledge to foster product innovation, minimize waste impact, and support the transition toward a greener economy.

7.6 Packaging Disposal Risk

We recognize that packaging materials used in our supply chain and product delivery contribute to end-of-life waste. YAPP INDIA commits to adopting recyclable, reusable, and biodegradable packaging solutions in line with the EU Packaging and Packaging Waste Directive and Indian regulations. By engaging with suppliers, we will phase out unnecessary virgin plastics, encourage eco-design in packaging, and integrate sustainable alternatives. Our efforts will reduce environmental pollution, promote resource efficiency, and align with circular economy principles. We remain dedicated to responsible packaging practices that minimize waste generation and enhance customer participation in environmentally responsible disposal.

7.7 Disposal Carbon Impact

Product disposal processes such as transportation, recycling, and treatment generate greenhouse gas (GHG) emissions, contributing to climate change. YAPP INDIA acknowledges this challenge and is committed to measuring, reporting, and reducing the carbon footprint associated with end-of-life management of products. We will work with logistics and recycling partners who prioritize low-carbon practices, adopt energy-efficient technologies, and promote carbon-neutral solutions.

Our aim is to embed carbon-conscious strategies into every stage of the product lifecycle, including end-of-life. This commitment demonstrates our responsibility toward reducing global emissions, meeting international climate goals, and driving sustainable environmental stewardship.

7.8 Hazardous Disposal Impact

Improper handling of discarded fuel tanks poses risks to human health, including exposure to hazardous chemicals and unsafe dismantling practices. YAPP INDIA is committed to ensuring safe disposal methods through strict adherence to hazardous waste management regulations. We will partner with certified recyclers, promote worker health and safety practices, and implement awareness training programs across our value chain. Our objective is to protect the health of workers involved in recycling and disposal activities while minimizing the release of harmful substances. This proactive approach ensures compliance, fosters safe workplaces, and reinforces our accountability to people and communities.

7.9 Unauthorized Waste Disposal

Illegal dumping of discarded fuel tanks by unregulated recyclers can cause serious environmental harm. YAPP INDIA is committed to engaging only with certified, responsible, and compliant recycling partners. We will implement regular audits, inspections, and supply chain evaluations to ensure adherence to ethical and environmental standards. By fostering strong partnerships with approved recyclers, we aim to prevent unauthorized dumping, reduce environmental degradation, and build trust with stakeholders. Our approach ensures that end-of-life products are disposed of responsibly, aligning with our ESG values and strengthening our commitment to corporate accountability and sustainable waste management.

7.10 Inefficient Return Systems

A lack of structured take-back and reverse logistics systems hinders the responsible recovery of end-of-life products. YAPP INDIA is dedicated to implementing efficient reverse logistics networks to facilitate the return of discarded fuel tanks from customers. We will establish collection centers, partner with recycling networks, and encourage customer participation through awareness initiatives. This system will ensure that products are disposed of responsibly and recycled effectively. By closing the loop between production and disposal, we aim to minimize environmental harm, support extended producer responsibility (EPR), and promote a circular economy model for sustainable operations.

7.11 Improper Disposal Knowledge

Consumers play a critical role in ensuring proper end-of-life disposal of products. YAPP INDIA acknowledges the need for consumer education and awareness regarding recycling and responsible waste management. We will conduct awareness campaigns, distribute disposal guidelines, and provide transparent information on take-back programs. By engaging customers through various communication platforms, we aim to increase proper disposal practices and reduce improper waste handling. This approach will foster shared responsibility, improve environmental outcomes, and support broader sustainability goals. Our commitment ensures that consumers are empowered to make environmentally responsible choices at the product's end-of-life stage.

7.12 Waste Disposal Non-Compliance

Non-compliance with national and international waste management regulations can result in penalties, environmental degradation, and reputational risks. YAPP INDIA is fully committed to adhering to Indian laws, EU directives, and global waste management frameworks. We will conduct regular compliance audits, integrate corrective action mechanisms, and align with best practices in sustainable disposal. Our proactive compliance approach minimizes risks, builds regulatory trust, and demonstrates our leadership in responsible business practices. This ensures that our products' end-of-life management consistently upholds the highest environmental and ethical standards while reinforcing our ESG-driven governance framework.

7.13 Resource Loop Disruption

The absence of a circular economy approach leads to resource depletion and increased waste. YAPP INDIA is committed to integrating circular economy principles into product design and disposal management. We will focus on extending product lifespans, increasing recyclability, and enabling reuse where feasible. Our design team will prioritize eco-design strategies that facilitate dismantling and recovery. By embedding circular practices, we contribute to resource efficiency, reduce environmental footprint, and align with international sustainability commitments. This initiative ensures that our products not only meet performance standards but also support global efforts to build a regenerative economy.

7.14 E-Waste Generation Risk

Some fuel system components may include electronic parts, leading to e-waste risks during disposal. YAPP INDIA commits to full compliance with e-waste management rules and international best practices. We will ensure that electronic components are responsibly collected, segregated, and recycled through certified partners.

Our strategy includes minimizing hazardous substances in electronics, promoting design for disassembly, and strengthening partnerships with authorized e-waste recyclers. This approach prevents environmental contamination, safeguards public health, and ensures accountability in managing electronic waste. By addressing e-waste proactively, we reinforce our responsibility toward sustainable innovation and responsible product lifecycle management.

7.15 Reporting Accountability Lapse

Transparent reporting is crucial for stakeholder trust and accountability. YAPP INDIA recognizes the risk of inadequate disclosure on product end-of-life impacts and commits to publishing accurate, comprehensive, and timely ESG performance reports. Our disclosures will align with international frameworks such as GRI, UNGC, and CDP. By integrating lifecycle data into reporting, we provide stakeholders with clear visibility of our commitments and progress. This ensures continuous improvement, fosters accountability, and strengthens stakeholder confidence in our sustainability practices. Transparency in reporting not only meets regulatory expectations but also reflects our integrity and commitment to responsible governance.

8.0 ESG Objectives

1. Sustainability Issue : Fuel Disposal Hazards
Objective : Prevent harmful air emissions from unsafe fuel disposal
Measure : % safe disposal compliance
Target Value : 100% ⬆

2. Sustainability Issue : Waste Plastics Challenge
Objective : Reduce airborne pollutants from incinerated plastics
Measure : Tons of plastic waste recycled
Target Value : 150 tons ⬆

3. Sustainability Issue : End-of-Life Emissions
Objective : Minimize toxic air pollutants from product disposal
Measure : % end-of-life collection compliance
Target Value : 80% ⬆

4. Sustainability Issue : Microplastic Environmental Impact
Objective : Control microplastic release into the atmosphere
Measure : % reduction in airborne microplastic leakage
Target Value : 10% ⬇

5. Sustainability Issue : Decomposition Failure Hazard
Objective : Avoid harmful emissions from non-degradable waste
Measure : % biodegradable packaging adoption
Target Value : 20% ↑

6. Sustainability Issue : Packaging Disposal Risk
Objective : Lower air pollution from packaging waste burning
Measure : % recyclable packaging used
Target Value : 70% ↑

7. Sustainability Issue : Disposal Carbon Impact
Objective : Cut CO_2 emissions from waste disposal practices
Measure : Tons of CO_2 reduced
Target Value : 80 tons ↓

8. Sustainability Issue : Hazardous Disposal Impact
Objective : Ensure safe treatment of hazardous disposals
Measure : % compliance with hazardous waste protocols
Target Value : 100% ↑

9. Sustainability Issue : Unauthorized Waste Disposal
Objective : Eliminate illegal disposal causing air quality risks
Measure : Number of violations detected
Target Value : 0 ↓

10. Sustainability Issue : Inefficient Return Systems
Objective : Improve reverse logistics to reduce waste emissions
Measure : % product return efficiency
Target Value : 85% ↑

11. Sustainability Issue : Improper Disposal Knowledge
Objective : Train stakeholders to minimize disposal-related air risks
Measure : % employees trained
Target Value : 100% ↑

12. Sustainability Issue : Waste Disposal Non-Compliance
Objective : Achieve full legal compliance in disposal practices
Measure : % regulatory compliance rate
Target Value : 100% ↑

13. Sustainability Issue : Resource Loop Disruption
Objective : Close material loop to reduce incineration emissions
Measure : % circular material us
Target Value : 50% ↑

14. Sustainability Issue : E-Waste Generation Risk
Objective : Control emissions from end-of-life electronic waste
Measure : Tons of e-waste recycled
Target Value : 60 tons ↑

15. Sustainability Issue : Reporting Accountability Lapse
Objective : Strengthen transparency in waste-air impact reporting
Measure : % ESG reporting accuracy
Target Value : 100% ↑

9.0 Applicable Standards, Laws, and Acts

- EU VOC Directive, EU Packaging & Waste Directive
- REACH (EU Regulation)
- Responsible Care, VinylPlus
- ISO 14000, ISO 26000, GRI Standards
- UN Global Compact – 10 Principles
- OECD Guidelines for Multinational Enterprises
- India's Plastic Waste Management Rules,
- E-Waste Management Rules,
- Carbon Disclosure Project reporting frameworks

10.0 Policy Distribution

This policy will be communicated to all employees, suppliers, customers, and waste management partners through training programs, supplier onboarding, customer awareness campaigns, and internal communication platforms. It will be published on the company's intranet, website, and ESG reports. Regular workshops and digital training modules will be conducted to ensure understanding and compliance. Hard copies will be made available at all facilities. Suppliers and contractors will be contractually obligated to adhere to the principles outlined in this policy. Continuous communication and feedback channels will be maintained to keep all stakeholders aligned with our sustainability commitments.

11.0 Annual Review

This policy will undergo an annual review led by the ESG Committee to ensure continued alignment with national and international regulations, industry best practices, and YAPP INDIA's sustainability objectives. The review will incorporate findings from internal audits, external assessments, customer feedback, stakeholder engagement, and emerging technological advancements. Recommended updates will be submitted to the Board of Directors for approval before implementation. Any revisionswill be communicated to employees, suppliers, contractors, and customers through training sessions, digital platforms, and official notifications. This process ensures the policy remains effective, transparent, and adaptable to evolving ESG risks and opportunities in product use.

12.0 Disciplinary Action

YAPP INDIA enforces strict adherence to this policy. Any violation, whether by employees, suppliers, or contractors, will result in corrective and disciplinary action proportional to the severity of the breach. Measures may include formal warnings, retraining, suspension of responsibilities, contract termination, or dismissal in extreme cases. For suppliers and contractors, repeated non-compliance may result in blacklisting and notification to regulatory authorities. The company follows a fair and transparent investigation process before applying disciplinary measures. By enforcing accountability, YAPP INDIA ensures that sustainability principles are upheld consistently across operations, reinforcing our long-term commitment to ESG values and responsible business conduct..

13.0 Reporting Mechanism

YAPP INDIA provides multiple confidential and accessible channels for reporting concerns related to this policy. Employees, customers, suppliers, and stakeholders may report violations through a dedicated ESG helpline, whistleblower portal, email reporting system, or direct communication with the EHS & Sustainability Department. All reports will be investigated promptly, ensuring protection of whistleblower identity and non-retaliation against those who raise genuine concerns. Investigation findings will be documented, corrective actions taken, and outcomes communicated where appropriate. Transparency, accountability, and responsiveness are central to the reporting mechanism, reinforcing trust among stakeholders and enabling YAPP INDIA to continuously strengthen its ESG practices.

14.0 Conclusion

YAPP INDIA is committed to embedding ESG principles into every stage of product use and end-of-life management. By focusing on eco-design, recyclability, compliance with global standards, and customer awareness, we aim to minimize environmental impacts while protecting people and communities. Our efforts support a circular economy, reduce carbon footprint, and ensure responsible waste management in line with international and national regulations. Through innovation, collaboration, transparency, and accountability, we will continuously improve our practices. This policy reflects our long-term vision of sustainable growth, environmental stewardship, and ethical governance, ensuring value creation for all stakeholders and future generations

18. Sustainable Air Practices Policy

YAPP INDIA/SMS/POLICY- 18

1.0 Purpose

The purpose of this policy is to minimize and manage air pollution arising from YAPP INDIA's operations in manufacturing and assembly of plastic fuel tank systems. We aim to reduce non-GHG emissions, noise, odor, and particulate matter, while ensuring environmental sustainability, compliance, and stakeholder trust.

2.0 Scope of Application

This policy applies to all YAPP INDIA employees, contractors, suppliers, and stakeholders involved in manufacturing, assembly, logistics, transportation, and across India. It ensures comprehensive environmental responsibility and air pollution control across business operations, while aligning with national and international ESG standards and stakeholder expectations.

3.0 Governance

The ESG Committee, reporting to the Board, ensures compliance, monitors performance, and drives continuous improvement in air pollution management. Plant heads and EHS officers implement controls at site level, while department managers oversee adherence. Governance ensures accountability, transparency, and alignment with national laws and international ESG standards.

4.0 Definitions of Terms

- **Air Pollution**: Release of harmful substances (SOx, NOx, VOCs, PM, dust, odor, etc.) into the
- **Non-GHG Emissions**: Pollutants excluding carbon-based GHGs (CO_2, CH_4, etc.).
- **Noise Pollution**: Undesirable sound levels from industrial operations.
- **Odor Emissions**: Offensive fumes impacting surrounding communities.

5.0 Roles and Responsibilities

- **Board/ESG Committee**: Policy approval, resource allocation, monitoring.
- **Plant Heads**: Enforce policy, implement mitigation systems.
- **EHS Team**: Monitor emissions, ensure compliance with regulations.
- **Employees/Contractors**: Follow operational procedures, report incidents.

6.0 Sustainable Air Practices Policy

6.1 Tank Disposal Risk

YAPP INDIA recognizes that improper disposal of plastic fuel tanks can significantly contribute to air pollution through landfill degradation or burning, causing harmful emissions. To mitigate this risk, we commit to implementing structured take-back and recycling programs, partnering with certified recyclers, and creating awareness among customers and stakeholders about responsible disposal. By promoting circular economy principles, we ensure that end-of-life products are reused, recycled, or repurposed, thereby reducing environmental burden. This policy is aligned with global sustainability standards and aims to minimize harmful emissions, ensuring compliance with environmental regulations and protecting community health and ecosystems.

6.2 Decomposition Emission Threat

The decomposition of discarded plastic fuel tanks can release volatile organic compounds (VOCs), contributing to air quality deterioration and health hazards. YAPP INDIA commits to proactively addressing this risk by encouraging the use of eco-friendly, recyclable, and low-VOC materials in product design. At the end-of-life stage, we will collaborate with certified recycling partners to prevent landfill disposal and adopt advanced recycling technologies that minimize VOC release. Our policy emphasizes innovation in material science, supplier accountability, and lifecycle responsibility, ensuring safer air quality. This approach demonstrates our commitment to sustainable product stewardship and aligns with both local and international emission standards.

6.3 Particulate Emission Risk

During shredding of end-of-life plastic fuel tanks, airborne dust and particulate matter can cause localized air pollution and health risks for workers and communities. YAPP INDIA is committed to minimizing particulate emissions by ensuring that recycling facilities adopt advanced dust suppression technologies, including filters, enclosed systems, and safe operational practices. We will support research and partnerships to improve cleaner shredding methods while promoting safe occupational standards. Our policy aligns with ISO 14001 and national regulations, focusing on worker safety, community health, and environmental protection. By addressing particulate emissions, we reinforce our responsibility toward clean air and sustainable operations.

6.4 Plastic Burning Odors

Open burning of plastic products produces unpleasant odors and harmful gases, impacting communities and the environment. YAPP INDIA strictly prohibits any form of open burning of plastic fuel tanks at the end-of-life stage. Instead, we are committed to establishing partnerships with certified recyclers who adopt safe disposal and recycling methods that prevent odor release. Awareness programs will be conducted for suppliers and waste handlers to reinforce compliance with safe practices. Our policy ensures that end-of-life disposal activities do not harm local communities, protecting environmental quality while supporting regulatory compliance and advancing our ESG commitments in air pollution management.

6.5 Hazardous Fuel Fumes

End-of-life plastic fuel tanks often contain fuel residues, which can emit toxic gases when improperly handled or recycled. YAPP INDIA commits to enforcing mandatory pre-cleaning and de-fueling processes before the disposal or recycling of scrap tanks. We will collaborate with recyclers and logistics partners to ensure strict adherence to safe handling protocols, thereby preventing the release of toxic air pollutants. This policy emphasizes preventive action, worker safety, and environmental protection. By implementing clear guidelines and ensuring compliance through audits, we aim to eliminate harmful emissions and strengthen sustainability in our end-of-life product management systems.

6.6 Operational Noise Pollution

Recycling operations such as shredding and grinding can create significant noise pollution, negatively impacting workers and nearby communities. YAPP INDIA is committed to implementing noise control measures across all recycling operations in collaboration with certified recyclers. This includes adopting equipment mufflers, soundproofing technologies, and regular monitoring of noise levels. We will also conduct periodic impact assessments to address community concerns. Our policy highlights our dedication to occupational health, community well-being, and regulatory compliance. By proactively addressing noise emissions, we ensure our end-of-life management systems reflect responsible environmental stewardship and support our ESG objectives of minimizing non-GHG atmospheric pollutants.

6.7 Airborne Recycling Hazards

Informal recycling practices often result in uncontrolled emissions of hazardous air pollutants, jeopardizing health and the environment. YAPP INDIA is committed to eliminating the risk by partnering exclusively with certified recycling facilities that meet legal and ESG requirements.

We will conduct due diligence, audits, and capacity-building for recyclers to ensure compliance with international safety standards. Our policy prohibits engagement with informal or unregulated recyclers, reinforcing accountability in the value chain. This ensures that end-of-life disposal activities are environmentally sound, socially responsible, and aligned with our mission to protect air quality, community health, and long-term business sustainability.

6.8 Airborne Microplastic Hazard

The mechanical shredding of plastic fuel tanks can generate airborne microplastics, which pose environmental and health risks. YAPP INDIA is committed to investing in research and adopting technologies that minimize microplastic release during recycling processes. We will collaborate withacademic institutions, recyclers, and technology partners to develop innovative solutions, such as advanced filtration systems and sustainable material alternatives. By promoting safe recycling practices and material redesign, we aim to reduce microplastic pollution in the air. Our policy reflects proactive risk management, supporting the global agenda on reducing plastic pollution and aligning with responsible industry practices.

6.9 Waste Material Fire Risk

End-of-life fuel tanks, if mishandled, pose risks of accidental fires that result in toxic smoke emissions and environmental hazards. YAPP INDIA commits to enforcing strict handling, storage, and recycling protocols to prevent fire incidents. We will provide regular emergency response training to employees and recyclers, while also ensuring adequate firefighting systems are in place at partner facilities. Our policy underscores prevention, preparedness, and protection of communities, workers, and the environment. By strengthening safety standards in end-of-life management, we aim to prevent fire-related air pollution and demonstrate our dedication to responsible ESG practices in waste and emissions management.

6.10 Waste Collection Air Impact

Collection and transportation of end-of-life fuel tanks contribute to emissions from vehicles, affecting air quality and climate change. YAPP INDIA is committed to minimizing transport-related impacts by optimizing logistics routes, adopting fuel-efficient practices, and progressively shifting to cleaner vehicle technologies, including electric or hybrid options. We will collaborate with logistics partners to promote sustainable practices and ensure continuous monitoring of transport emissions. This policy aligns with our ESG commitment to reducing non-GHG pollutants and improving local air quality. By addressing transport-related emissions, we ensure that our reverse logistics model supports sustainability, efficiency, and long-term environmental stewardship.

6.11 Return Process Spills

Fuel tanks being returned for recycling may cause spills and leaks, releasing harmful vapors and pollutants into the air. YAPP INDIA is committed to implementing stringent spill-prevention and containment protocols during product collection, transport, and storage. We will ensure that employees and logistics partners receive adequate training and access to protective equipment. Additionally, we will collaborate with recyclers to enforce strict operational standards that prevent leaks. This policy emphasizes prevention, preparedness, and responsible product stewardship. By reducing the risk of spills, we aim to safeguard air quality, protect worker safety, and strengthen sustainable practices in product end-of-life management.

6.12 Unauthorized Scrap Dumping

Illegal dumping of fuel tanks creates risks of uncontrolled degradation, air emissions, and environmental damage. YAPP INDIA is committed to eradicating this practice by strictly collaborating with certified waste handlers and government-approved recyclers. We will incorporate anti-dumping clauses in supplier contracts, enforce monitoring mechanisms, and collaborate with authorities to prevent violations. Our policy reflects zero tolerance for practices that endanger environmental health and community safety. By ensuring accountability and compliance, we aim to eliminate illegal dumping, reduce associated air pollution risks, and strengthen our role as a responsible corporate citizen committed to sustainability and environmental protection.

6.13 Hazardous Incineration Emissions

Non-recyclable components of fuel tanks, if incinerated, can release harmful air pollutants. YAPP INDIA commits to reducing this risk by redesigning products for recyclability and introducing biodegradable substitutes where feasible. Where incineration is unavoidable, we will ensure the use of advanced filters and emission control technologies at certified facilities. Our policy emphasizes innovation, circular economy, and compliance with global environmental standards. By minimizing reliance on incineration, we demonstrate our commitment to sustainable material management, reduction of atmospheric emissions, and responsible end-of-life product stewardship that protects both the environment and surrounding communities.

6.14 Community Air Pollution

Communities living near recycling plants may be exposed to emissions such as dust, VOCs, and noise from end-of-life operations. YAPP INDIA is committed to preventing community exposure by conducting regular environmental impact assessments, monitoring emissions, and implementing mitigation measures in collaboration with recyclers. We will also engage local communities through awareness programs and grievance redressal mechanisms to ensure their concerns are addressed promptly.

This policy reinforces our responsibility toward public health, regulatory compliance, and social license to operate. By prioritizing transparency and stakeholder engagement, we ensure community well-being and sustainable recycling operations.

6.15 Disposal Regulation Risk

Non-compliance with waste management and air pollution regulations during end-of-life disposal poses reputational, financial, and environmental risks. YAPP INDIA is committed to strict adherence to all local, national, and international regulations, including ISO 14001, REACH, and relevant ESG frameworks. We will conduct regular audits, partner only with certified recyclers, and implement compliance monitoring systems to ensure proper handling of end-of-life products. Our policy highlights accountability, transparency, and proactive governance. By embedding compliance into our operations and supply chain, we safeguard environmental integrity, reduce legal risks, and reinforce our leadership in responsib

7.0 ESG Objectives

1. Sustainability Issue : Tank Disposal Risk
Objective : Minimize air pollution from tank disposal
Measure : % of tanks disposed safely
Target Value : ↑100%

2. Sustainability Issue : Decomposition Emission Threat
Objective : Reduce emissions from decomposing materials
Measure : % reduction in decomposition emissions
Target Value : ↓5%

3. Sustainability Issue : Particulate Emission Risk
Objective : Control particulate matter released into air
Measure : % reduction in particulate emissions
Target Value : ↓5%

4. Sustainability Issue : Plastic Burning Odors
Objective : Minimize odor pollution from plastic burning
Measure : Number of odor complaints
Target Value : ↓0

5. Sustainability Issue : Hazardous Fuel Fumes
Objective : pollution from plastic burning
Measure : Number of odor complaints
Target Value : ↓0

6. Sustainability Issue : Operational Noise Pollution
Objective : Reduce noise impact on surrounding areas
Measure : Number of noise incidents
Target Value : ↓0

7. Sustainability Issue : Airborne Recycling Hazards
Objective : Ensure safe recycling to prevent air hazards
Measure : % of recycling operations hazard-free
Target Value : ↑100%

8. Sustainability Issue : Airborne Microplastic Hazard
Objective : Limit release of microplastics into air
Measure : % reduction in airborne microplastics
Target Value : ↓5%

9. Sustainability Issue : Waste Material Fire Risk
Objective : Prevent fires that release pollutants
Measure : Number of fire incidents
Target Value : ↓0

10. Sustainability Issue : Waste Collection Air Impact
Objective : Reduce emissions during waste collection
Measure : % compliance with collection protocols
Target Value : ↑100%

11. Sustainability Issue : Return Process Spills
Objective : Prevent spills affecting air quality during returns
Measure : Number of spill incidents
Target Value : ↓0

12. Sustainability Issue : Unauthorized Scrap Dumping
Objective : Eliminate illegal scrap dumping causing air pollution
Measure : Number of unauthorized dumping incidents
Target Value : ↓0

13. Sustainability Issue : Hazardous Incineration Emissions
Objective : Control emissions from incinerating hazardous waste
Measure : % compliance with incineration standards
Target Value : ↑100%

14. Sustainability Issue : Community Air Pollution
Objective : Minimize air pollution impact on communities
Measure : Number of community complaints
Target Value : ↓0

15. Sustainability Issue : Disposal Regulation Risk
Objective : Ensure compliance with air pollution disposal regulations
Measure : % compliance with disposal regulations
Target Value : ↑100%

8.0 Applicable Standards, Laws, Acts

- Air (Prevention and Control of Pollution) Act, 1981 (India)
- Environment Protection Act, 1986 (India)
- EU VOC Directive, EU REACH Regulation
- ISO 14001 (Environmental Management), ISO 26000, ISO 45001
- UNGC 10 Principles, OECD Guidelines
- Responsible Care, GRI Standards

9.0 Policy Distribution

YAPP INDIA will ensure wide dissemination of the Air Pollution Policy to all relevant stakeholders. Internally, it will be communicated through employee induction programs, regular training sessions, departmental meetings, notice boards, and the company intranet. Externally, it will be shared with suppliers, contractors, logistics partners, and customers through official communication channels, ESG disclosures, and sustainability reports. Regular refresher workshops and awareness campaigns will reinforce understanding and compliance. External stakeholders, including regulators and community representatives, may access the policy via public disclosures. This structured distribution ensures alignment, transparency, and consistent application of environmental commitments across the organization.

10.0 Annual Review

YAPP INDIA will conduct an annual review of this Air Pollution Policy to ensure its continued relevance, effectiveness, and alignment with evolving environmental regulations, technological advancements, and stakeholder expectations. The ESG Committee will lead the review process, supported by plant heads and EHS officers, assessing performance data, audit findings, and community feedback. Recommendations for updates will be documented and approved by the Board before implementation. The review will also benchmark company practices against international standards such as ISO 14001, REACH, and UNGC principles. This proactive approach ensures continuous improvement and long-term sustainability in air pollution management.

11.0 Disciplinary Action for Policy Violators

YAPP INDIA adopts a zero-tolerance approach toward violations of this Air Pollution Policy. Non-compliance, negligence, or deliberate breaches, whether by employees, contractors, or suppliers, will trigger corrective measures. Depending on severity, actions may include verbal or written warnings, mandatory retraining, suspension, or termination of employment/contract. Severe violations, especially those resulting in environmental harm or regulatory non-compliance, may be escalated to legal proceedings and financial penalties. Contractors and suppliers found guilty of repeated violations risk blacklisting and termination of contracts. All disciplinary actions will be documented, reviewed by the ESG Committee, and communicated transparently to uphold accountability and integrity.

12.0 Reporting Mechanism

YAPP INDIA provides multiple channels for employees, contractors, suppliers, and community members to report concerns related to air pollution or policy violations. Reports can be submitted through internal reporting systems, grievance redressal mechanisms, anonymous whistleblowing platforms, suggestion boxes, or direct communication with the EHS team. All reports will be documented, investigated promptly, and resolved with corrective actions. Whistleblowers will be protected against retaliation to encourage open communication. Periodic community engagement meetings will be held to capture local environmental concerns. Findings and corrective measures will be shared transparently with stakeholders to strengthen accountability and continuous improvement in pollution management.

13.0 Conclusion

YAPP INDIA reaffirms its commitment to protecting the environment by reducing air and atmospheric pollutants beyond greenhouse gases, including SOx, NOx, VOCs, dust, odor, and noise. By aligning with national regulations and international ESG standards, we aim to safeguard community health, protect natural ecosystems, and support sustainable business growth. Through continuous monitoring, innovation, employee training, and stakeholder collaboration, we strive to minimize operational impacts and ensure safe end-of-life management of products. Our policy reflects a culture of responsibility, accountability, and transparency, ensuring that air pollution risks are effectively managed for the benefit of people, the planet, and long-term prosperity.

19. Water Conservation Practices Policy

YAPP INDIA/SMS/POLICY- 19

1.0 Purpose

The purpose of this policy is to ensure responsible water management across all YAPP INDIA operations by minimizing water consumption, reducing wastewater discharge, and preventing pollution. It aims to integrate ESG principles into all business decisions, safeguard ecosystems, and comply with applicable water-related regulations.

2.0 Scope of Application

This policy applies to all employees, contractors, suppliers, and partners engaged in YAPP INDIA's manufacturing, assembly, and support operations. It covers design, production, testing, and cleaning processes at all facilities across India. It applies to both direct operations and indirect water impacts across the supply chain.

3.0 Governance

The Board of Directors, through the ESG Committee, oversees water management compliance. Plant Heads are responsible for implementation, supported by EHS (Environment, Health, Safety) officers. Progress is reviewed quarterly and reported in the company's sustainability report. Accountability for violations lies with individual managers and employees involved.

4.0 Definitions

- **Water Consumption**: Freshwater withdrawn for manufacturing, cleaning, and cooling.
- **Wastewater**: Water discharged after industrial use.
- **Effluents**: Liquid discharges containing potential contaminants.
- **Water** R**ecycling**: Treatment and reuse of wastewater for industrial purposes.
- **Zero Liquid Discharge** (ZLD): A treatment process ensuring no liquid waste is released.

5.0 Roles and Responsibilities

- **Board & ESG Committee**: Approve and review water strategy.
- **Plant Heads**: Ensure operational compliance.

- **EHS Managers**: Monitor usage, treatment, and reporting.
- **Employees**: Follow water efficiency practices.
- **Suppliers**: Align with YAPP INDIA's water sustainability expectations.
- **Sustainability** Risks – ESG Policy Statements

6.0 Water Conservation Practices Policy

6.1 Water Consumption Risk

YAPP INDIA acknowledges that manufacturing plastic fuel tank systems requires substantial water, especially for cooling, cleaning, and processing operations. To reduce pressure on freshwater resources, we commit to adopting advanced water-saving technologies such as reverse osmosis, Nano filtration, and ion exchange for recycling and reuse. We will integrate closed-loop cooling systems, real-time water monitoring, and progressive Zero Liquid Discharge (ZLD) adoption. Employee training and supplier collaboration will strengthen water conservation practices throughout our value chain. By embedding efficiency into operations, YAPP INDIA aims to reduce dependency on freshwater sources and safeguard long-term water availability for both business and communities.

6.2 Industrial Wastewater Hazard

YAPP INDIA is committed to managing wastewater responsibly across all facilities. All wastewater generated from production, cleaning, and cooling will be collected, treated, and either reused or safely discharged in compliance with CPCB guidelines and global best practices. Our on-site effluent treatment plants (ETPs) will be upgraded with advanced technologies to handle hazardous effluents effectively. Continuous monitoring systems will track water quality parameters, while preventive maintenance will ensure uninterrupted compliance. Treated water will be reused in suitable processes, minimizing discharge volumes. Through innovation, investment, and employee accountability, YAPP INDIA strives to protect ecosystems, prevent contamination, and secure community health.

6.3 Waterborne Chemical Hazard

YAPP INDIA recognizes the critical risk of hazardous chemical emissions contaminating water systems. To mitigate this, we commit to enforcing stringent process controls, substituting harmful chemicals with safer alternatives, and strengthening storage and handling practices across operations. Toxicity testing will be performed on all discharges to ensure compliance with Indian water laws, CPCB standards, and REACH regulations. Suppliers will be audited regularly for adherence to chemical safety requirements. Employee training will enhance awareness of hazardous waste handling, while emergency preparedness plans will ensure quick response. Our ultimate goal is to achieve zero incidents of chemical-related water pollution company-wide.

6.4 Regulatory Breach Hazard

YAPP INDIA is fully committed to complying with national and international water-related regulations and frameworks, including the Water (Prevention & Control of Pollution) Act, CPCB standards, ISO 14001, UNGC principles, and OECD guidelines. Compliance will be integrated into daily operations through structured audits, monitoring systems, and third-party certifications. Employees will receive regular training to remain updated on evolving laws, while suppliers must also comply with applicable regulations. Any gaps identified will trigger immediate corrective action. By embedding regulatory compliance as a non-negotiable business practice, YAPP INDIA aims to avoid penalties, safeguard reputation, and strengthen stakeholder trust in sustainable operations.

6.5 Stakeholder Risk Exposure

YAPP INDIA understands that industrial water use impacts local communities and ecosystems. We are committed to acting as a responsible water steward by reducing withdrawals from shared sources, investing in rainwater harvesting, groundwater recharge, and other sustainable practices. Our operations will prioritize efficient use, recycling, and reuse to ensure minimal stress on local water systems. Beyond compliance, we will partner with local authorities, NGOs, and communities to support water access initiatives. Transparent communication and regular stakeholder dialogues will provide updates and address concerns. By balancing business growth with community well-being, YAPP INDIA will create lasting shared value.

7.0 ESG Objectives

1.Sustainability Issue : Water Consumption Risk
Objective : Reduce overall water usage in operations
Measure : % reduction in water consumption
Target Value : ↓5%

2. Sustainability Issue : Industrial Wastewater Hazard
Objective : Prevent contamination from industrial wastewater
Measure : % compliance with wastewater treatment standards
Target Value : ↑100%

3. Sustainability Issue : Waterborne Chemical Hazard
Objective : Minimize chemical pollutants in water discharge
Measure : Number of chemical hazard incidents
Target Value : ↓0

4. Sustainability Issue : Regulatory Breach Hazard
Objective : Ensure full compliance with water regulations
Measure : % compliance with water-related regulations
Target Value : ↑100%

5. Sustainability Issue : Stakeholder Risk Exposure
Objective : Protect stakeholders from water-related hazards
Measure : Number of stakeholder water-related incidents
Target Value : ↓0

8.0 Applicable Standards, Laws, Acts

- Indian Water (Prevention & Control of Pollution) Act, 1974
- Environmental Protection Act, 1986
- CPCB (Central Pollution Control Board) Guidelines
- EU Water Framework Directive
- REACH Regulation
- ISO 14001 & ISO 26000
- UNGC Principles, OECD Guidelines, GRI Standards
- Responsible Care & Carbon Disclosure Project

9.0 Policy Distribution

This policy will be distributed to all employees, contractors, and suppliers via onboarding sessions, training modules, internal newsletters, and the company intranet. Posters and awareness campaigns will reinforce responsible water practices at worksites. A summarized version will be shared with external stakeholders, including customers, regulators, and investors, through sustainability reports and company disclosures. Suppliers will be required to acknowledge and integrate the policy into their operations. YAPP INDIA will ensure translations are available in regional languages for effective understanding. Annual refresher training will be mandatory for employees and key suppliers engaged in water-intensive processes.

10.0 Annual Review

The Water Policy will be reviewed annually by the ESG Committee in consultation with plant heads and EHS managers. The review will assess compliance with legal and regulatory standards, progress on KPIs, effectiveness of water-saving technologies, and stakeholder feedback. Any deviations or inefficiencies will be addressed through updated action plans. Benchmarking against global best practices, technological innovations, and industry peers will guide improvements.

Results of the review, including performance data, achievements, and gaps, will be disclosed transparently in the company's annual sustainability report. The policy will be revised where necessary to align with evolving environmental and regulatory needs.

11.0 Disciplinary Action

Any violation of this policy will be taken seriously. Employees found guilty of negligence or willful violation (such as unauthorized water discharge, tampering with monitoring equipment, or ignoring efficiency practices) may face disciplinary actions, including written warnings, suspension, retraining, or termination, depending on severity. Contractors or suppliers who fail to comply may face penalties, loss of contracts, or blacklisting. Repeated non-compliance will be escalated to the ESG Committee and Board for appropriate action. YAPP INDIA will ensure fairness by conducting an investigation before penalties are applied, while maintaining zero tolerance for actions causing environmental or reputational harm.

12.0 Reporting Mechanism

YAPP INDIA has established a confidential reporting mechanism for employees, contractors, and stakeholders to raise concerns related to water management. Reports may be submitted through email, hotline numbers, grievance boxes, or the company's internal whistleblower portal. All complaints will be reviewed by the EHS Manager and escalated to the ESG Committee, with guaranteed anonymity and protection from retaliation. Investigations will be time-bound, and corrective measures will be communicated transparently. Periodic summaries of reported cases and resolutions will be included in ESG reports. This mechanism strengthens accountability, encourages active participation, and fosters a culture of transparency and environmental responsibility.

13.0 Conclusion

Water is a vital shared resource, and YAPP INDIA recognizes its responsibility to manage it sustainably. This policy underscores our commitment to minimizing water consumption, preventing pollution, and protecting ecosystems while supporting business continuity. Through compliance with global standards, adoption of advanced water technologies, and strong governance, we will reduce operational risks and create long-term value for stakeholders. By collaborating with employees, suppliers, communities, and regulators, YAPP INDIA strives to become a leader in responsible water stewardship. Together, we aim to contribute to water security, climate resilience, and a sustainable future aligned with ESG principles

20. Eco-Friendly Material Practices Policy

YAPP INDIA/SMS/POLICY- 20

1.0 Purpose

The purpose of this policy is to ensure responsible sourcing, handling, usage, and disposal of materials and chemicals in YAPP INDIA's operations. It aims to minimize environmental impacts, safeguard employee health, and comply with applicable regulations. This policy also supports the company's commitment to ESG integration and sustainable growth.

2.0 Scope of Application

This policy applies to all employees, contractors, suppliers, and business partners involved in the procurement, handling, storage, usage, transportation, and disposal of materials and chemicals. It covers all YAPP INDIA operations in India and extends to global business activities and supply chain partners.

3.0 Governance

YAPP INDIA's ESG Committee, in coordination with the Environmental, Health & Safety (EHS) Department, is responsible for implementing this policy. Senior leadership will oversee compliance, monitor risks, and ensure alignment with international standards and national laws. Regular reporting to the Board of Directors ensures transparency and accountability.

4.0 Definition of Terms

- **Hazardous** Materials: Substances with potential to harm human health or the environment.
- **VOCs** (Volatile Organic Compounds): Chemicals that easily evaporate and contribute to air pollution.
- **Responsible** Care: A global initiative to improve safety and sustainability in chemical management.
- **REACH** Regulation: EU regulation on the Registration, Evaluation, Authorisation, and Restriction.

5.0 Roles and Responsibilities

- **Management**: Approve policy, allocate resources, ensure regulatory compliance.
- **EHS Department**: Implement procedures, monitor performance, provide training, audit compliance.
- **Employees**: Follow procedures, use PPE, report unsafe practices.
- **Suppliers/Contractors**: Adhere to YAPP INDIA's ESG and chemical management requirements.

6.0 Eco-Friendly Material Practices Policy

6.1 Specialized Substance Treatment

YAPP INDIA is committed to the specialized treatment and safe disposal of hazardous substances generated during its operations. All hazardous waste will be segregated, stored in secure containment systems, and treated using approved technologies such as high-temperature incineration or chemical neutralization, in partnership with certified disposal vendors. Documentation, including waste transfer records and treatment certificates, will ensure full traceability and compliance with environmental regulations. Continuous monitoring and periodic audits will be conducted to assess disposal efficiency and minimize risks. Through these measures, YAPP INDIA ensures responsible waste management, protects ecosystems, and demonstrates accountability in sustainable manufacturing practices

6.2 Ethical Material Procurement

YAPP INDIA is committed to promoting sustainability in raw material procurement and usage. We will prioritize the sourcing of recyclable, eco-friendly, and certified sustainable materials, reducing dependence on hazardous or environmentally harmful inputs. Our procurement policies will integrate sustainability criteria in line with global standards such as REACH, Responsible Care, and ISO frameworks. Suppliers will be evaluated on ESG performance, material safety, and ethical sourcing practices. By encouraging innovation in material substitution, supporting recycling initiatives, and ensuring supply chain transparency, YAPP INDIA strives to reduce its environmental impact while creating long-term value through responsible and sustainable sourcing practices.

6.3 Safe Substance Practices

YAPP INDIA aims to minimize the generation and toxicity of hazardous substances across its manufacturing processes. Cleaner production technologies, closed-loop systems, and innovative treatment methods will be adopted to reduce hazardous byproducts. Process parameters will be optimized to minimize emissions, wastewater pollutants, and toxic waste residues. Research into safer substitutes and advanced treatment methods will be prioritized to further reduce toxicity at source. By implementing these strategies, supported with SOPs, work instructions, and audit trails, YAPP INDIA ensures lower environmental risks, regulatory compliance, and a progressive reduction in hazardous substance impacts across the product lifecycle

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6.4 Pollutant Release Control

YAPP INDIA acknowledges that emissions of volatile organic compounds (VOCs), sulfur oxides (SOx), nitrogen oxides (NOx), and carbon monoxide are major contributors to air pollution and climate risks. We are committed to minimizing these emissions by adopting advanced filtration systems, scrubbers, catalytic technologies, and process optimization. All operations will be monitored regularly using continuous emissions monitoring systems (CEMS) to ensure compliance with national laws and international emission standards. By integrating low-emission technologies and energy-efficient practices, we aim to reduce our carbon footprint, improve local air quality, and protect both human health and the environment for long-term sustainability.

6.5 Organic Pollutant Management

YAPP INDIA acknowledges the severe environmental and health risks associated with Persistent Organic Pollutants (POPs) and commits to eliminating or minimizing their use and release. The company will phase out POP-containing substances where possible and adopt cleaner alternatives that comply with the Stockholm Convention. High-temperature incineration, emission control technologies, and strict monitoring will be applied to ensure POPs are not unintentionally released during operations. Awareness programs, supplier engagement, and compliance audits will be conducted to strengthen preventive measures. Through these proactive steps, YAPP INDIA demonstrates its responsibility to safeguard ecosystems, human health, and global environmental sustainability.

6.6 Process Optimization Savings

YAPP INDIA is committed to reducing material consumption across its manufacturing and assembly of plastic fuel tank systems by adopting advanced process optimization and lean manufacturing practices. Through continuous monitoring of operational parameters, automation, and efficient design improvements, we aim to minimize fossil-based feedstock and chemicals used in production. Efforts will include optimizing molding processes, reducing scrap rates, and implementing regrind usage to reduce virgin material dependency. Standard operating procedures, technology upgrades, and employee training will support implementation. This approach ensures resource efficiency, cost savings, and reduced environmental impact, aligning with our sustainability and circular economy objectives.

6.7 Worker Hazard Protection

YAPP INDIA places the highest priority on protecting employees and contractors handling hazardous chemicals. We commit to ensuring that all workers are trained in safe chemical management practices and are fully aware of hazards through Globally Harmonized System (GHS) labeling and safety data sheets. Personal protective equipment (PPE) will be provided and its use strictly enforced.

Emergency preparedness, including chemical spill drills, storage safety, and fire protection measures, will be routinely practiced. Through regular safety audits, monitoring, and corrective actions, YAPP INDIA aims to maintain a zero-incident workplace and a culture of accountability, safety, and continuous improvement in chemical handling.

6.8 Vendor Governance Controls

YAPP INDIA recognizes that responsible supply chain management is critical to effective ESG integration. We require all suppliers and contractors to comply with YAPP INDIA's chemical management standards, ESG principles, and global regulations such as REACH, GHS, and ISO guidelines. Supplier contracts will mandate safe handling, ethical sourcing, and transparent reporting of material usage. Regular audits, inspections, and training will be conducted to ensure compliance and build supplier capacity. Non-compliance will result in corrective actions or contract termination. By fostering collaboration with responsible partners, YAPP INDIA ensures that sustainability principles extend across the supply chain and business ecosystem.

6.9 Environmental Response Plan

YAPP INDIA prioritizes preparedness to address potential chemical spills, leaks, or accidental discharges that may arise during production or handling activities. Emergency response protocols, spill containment systems, and specialized equipment are established across all operational facilities. Regular emergency drills, staff training, and the availability of spill kits and neutralizing agents ensure readiness to mitigate incidents promptly. A documented emergency preparedness and response plan, in alignment with national environmental guidelines, is maintained and periodically reviewed. By proactively implementing these measures, YAPP INDIA safeguards employees, communities, and ecosystems, while reinforcing our accountability and resilience in environmental risk management.

6.10 Operational Safety Enhancement

YAPP INDIA is committed to reducing its reliance on hazardous substances by identifying, evaluating, and adopting safer alternatives wherever technically feasible. This includes transitioning towards low-toxicity or non-toxic chemicals, exploring hydrogen- or biomass-based substitutes for fossil-derived inputs, and integrating recycled or renewable materials in production processes. Collaboration with suppliers, research partners, and industry experts will support the substitution of high-risk substances without compromising product performance or regulatory compliance. By progressively phasing out hazardous inputs, YAPP INDIA minimizes health, safety, and environmental risks while aligning with global sustainable chemistry and responsible manufacturing practices.

6.11 Hazardous Material Disposal

YAPP INDIA recognizes that improper disposal of hazardous wastes can severely impact the environment and human health. We commit to reducing hazardous waste generation at the source through process optimization, material efficiency, and cleaner production methods. Waste streams will be segregated and stored safely, with all hazardous wastes treated and disposed of in line with national rules and international standards. Chlorinated wastes, which pose dioxin risks, will be incinerated under controlled high-temperature conditions to prevent toxic releases. We will work with certified waste handlers and recyclers to ensure responsible management, thereby minimizing environmental harm and fostering safe, compliant practices.

6.12 Green Material Integration

YAPP INDIA promotes circular resource utilization by recovering and reusing input materials generated during production processes. Scrap plastic from molding operations will be collected, reprocessed, and reintegrated into production where technically feasible without compromising product quality and safety. Useful byproducts will be identified for recovery and potential reuse, while certified recyclers will be engaged to handle non-reusable materials responsibly. Documentation through SOPs, work instructions, and recovery records will ensure traceability and compliance. By embedding recovered materials into our value chain, YAPP INDIA reduces reliance on virgin raw materials, minimizes waste, and advances sustainable production practices in alignment with ESG goals.

6.13 Industrial Water Contamination

YAPP INDIA understands the risks of untreated wastewater and chemical effluents contaminating ecosystems and human settlements. We commit to minimizing effluent generation by adopting advanced effluent treatment plants (ETPs), water recycling technologies, and zero liquid discharge (ZLD) systems where feasible. All wastewater will be strictly monitored for compliance with legal standards on COD, BOD, pH, and other parameters before discharge or reuse. Treated water will be reused in operations to conserve freshwater resources. By embedding circular water management practices, YAPP INDIA aims to protect community health, safeguard natural ecosystems, and strengthen resilience against water scarcity challenges.

6.14 Workforce Hazard Training

YAPP INDIA ensures that all employees and contractors involved in handling hazardous substances receive comprehensive training on safe management practices. Training programs cover Globally Harmonized System (GHS) standards, personal protective equipment (PPE) usage, chemical spill response, and safe storage protocols. Regular refresher courses and drills will be conducted to reinforce knowledge and preparedness.

Completion certificates and training records will be maintained to track compliance and competence. By empowering employees with technical expertise and safety awareness, YAPP INDIA fosters a proactive safety culture, minimizes occupational risks, and ensures alignment with both national regulatory requirements and global ESG best practices

6.15 Environmentally Safe Materials

YAPP INDIA is committed to exploring and adopting eco-friendly, recyclable, or bio-based input materials in the manufacture of automotive plastic fuel tank systems. The company will evaluate opportunities to substitute conventional fossil-based plastics with bio-based polymers, biodegradable additives, and other innovative alternatives that reduce lifecycle environmental impacts. Pilot projects, supplier partnerships, and R&D initiatives will be undertaken to progressively integrate such sustainable inputs without compromising safety and durability. By embedding renewable material choices into procurement and design, YAPP INDIA aims to reduce waste generation, improve recyclability, and enhance alignment with global sustainability frameworks and customer expectations

6.16 Hazardous Pollutant Mitigation

YAPP INDIA acknowledges that dioxins and Persistent Organic Pollutants (POPs) are highly toxic, long-lasting chemicals that can harm human health and ecosystems. We are committed to reducing risks from these pollutants by phasing out chlorine-based inputs where safer alternatives exist and ensuring proper handling of PVC and related hazardous residues. High-temperature incineration under controlled conditions will be used to prevent dioxin formation. Compliance with global conventions such as the Stockholm Convention will be maintained. Through continuous monitoring, strict process controls, and awareness programs, YAPP INDIA seeks to eliminate risks of POP contamination and safeguard environmental and community well-being.

6.17 Chemical Safety Practices

YAPP INDIA is committed to ensuring that all hazardous substances used in operations are properly labeled, securely stored, safely handled, and responsibly transported. Globally Harmonized System (GHS) labels and safety data sheets (SDS) will be strictly followed, with clearly defined segregation zones for hazardous materials. Storage facilities will be equipped with secondary containment, ventilation, and fire protection systems. Transportation of chemicals will be carried out by certified handlers in compliance with national and international standards. Through robust SOPs, audits, and training, YAPP INDIA ensures that hazardous substances are managed responsibly, minimizing risks to workers, communities, and the environment.

7.0 ESG Objectives

1. Sustainability Issue : Specialized Substance Treatment
Objective : Ensure safe handling of specialized substances
Measure : % of substances treated safely
Target Value : ↑100%

2. Sustainability Issue : Ethical Material Procurement
Objective : Procure materials responsibly and ethically
Measure : % of materials sourced ethically
Target Value : ↑100%

3. Sustainability Issue : Safe Substance Practices
Objective : Minimize risks in substance handling
Measure : Number of unsafe handling incidents
Target Value : ↓0

4. Sustainability Issue : Pollutant Release Control
Objective : Reduce pollutant emissions from chemical use
Measure : % reduction in pollutant releases
Target Value : ↓8%

5. Sustainability Issue : Organic Pollutant Management
Objective : Control organic pollutants in operations
Measure : % compliance with organic pollutant standards
Target Value : ↑100%

6. Sustainability Issue : Process Optimization Savings
Objective : Reduce material waste through process efficiency
Measure : % reduction in material waste
Target Value : ↓5%

7. Sustainability Issue : Worker Hazard Protection
Objective : Protect employees from chemical hazards
Measure : % of workers trained in chemical safety
Target Value : ↑100%

8. Sustainability Issue : Vendor Governance Controls
Objective : Ensure supplier compliance with chemical safety standards
Measure : % of vendors compliant
Target Value : ↑50%

9. Sustainability Issue : Environmental Response Plan
Objective : Implement response plans for chemical incidents
Measure : % of incidents with response executed
Target Value : ↑80%

10. Sustainability Issue : Operational Safety Enhancement
Objective : Strengthen operational safety in chemical handling
Measure : % of operations following safety protocols
Target Value : ↑100%

11. Sustainability Issue : Hazardous Material Disposal
Objective : Ensure safe disposal of hazardous materials
Measure : % of hazardous materials disposed safely
Target Value : ↑100%

12. Sustainability Issue : Green Material Integration
Objective : Increase use of environmentally friendly materials
Measure : % of green materials used
Target Value : ↑15%

13. Sustainability Issue : Industrial Water Contamination
Objective : Prevent chemical contamination of water resources
Measure : Number of water contamination incidents
Target Value : ↓0

14. Sustainability Issue : Workforce Hazard Training
Objective : Train workforce on chemical hazards
Measure : % of employees trained
Target Value : ↑100%

15. Sustainability Issue : Environmentally Safe Materials
Objective : Prioritize use of safe materials for environment
Measure : % of materials classified as environmentally safe
Target Value : ↑60%

16. Sustainability Issue : Hazardous Pollutant Mitigation
Objective : Reduce hazardous pollutant release
Measure : % reduction in hazardous pollutant emissions
Target Value : ↓5%

17. Sustainability Issue : Chemical Safety Practices
Objective : Implement comprehensive chemical safety protocols
Measure : % of chemical processes following safety protocols
Target Value : ↑100%

8.0 Applicable Standards, Laws, and Acts

- National: Indian Environment Protection Act,
- Hazardous Waste Management Rules, Factories Act,
- Air Act, Water Act.
- International (as applicable): REACH, GHS, EU VOC Directive,
- Responsible Care, ISO 14000, ISO 26000,
- UN Global Compact (10 principles),
- GRI Standards,
- OECD Guidelines, Carbon Disclosure Project,
- Eco-Emballages,
- VinylPlus, Biodegradable Products Institute Certification.

9.0 Policy Distribution

This policy shall be communicated to all employees, contractors, and suppliers through structured training programs, internal communications, and supplier onboarding protocols. It will also be made publicly accessible on the YAPP INDIA corporate website to ensure transparency. Awareness campaigns, regular workshops, toolbox talks, and supplier engagement sessions will reinforce the importance of responsible material and chemical management. Copies of the policy will be available in both electronic and printed formats for easy reference at operational sites. By embedding this policy into contracts, training, and performance evaluations, YAPP INDIA ensures consistent compliance and shared accountability across all stakeholders.

10.0 Annual Review

This policy shall undergo a comprehensive review once every year, led by the ESG Committee and EHS Department, to ensure its continued relevance and effectiveness. The review will consider regulatory updates, emerging sustainability risks, new technologies, and stakeholder expectations. Feedback from employees, suppliers, customers, and independent auditors will be incorporated into the revision process. Third-party audits will help validate the policy's adequacy and identify improvement areas. Updated versions will be communicated through official channels, training sessions, and supplier briefings. This ensures that the policy remains dynamic, forward-looking, and aligned with best practices in environmental, social, and governance performance.

11.0 Disciplinary Action for Policy Violators

Violations of this policy will be taken seriously and addressed promptly to maintain accountability and integrity. Depending on the severity of the breach, disciplinary measures may include counseling, retraining, written warnings, suspension, demotion, termination of employment, or contract cancellation for suppliers. In cases involving legal violations, YAPP INDIA may pursue civil or criminal proceedings against the offender. The company maintains a zero-tolerance stance on negligence, unsafe handling of chemicals, and environmental non-compliance. All disciplinary actions will be fair, transparent, and in line with company regulations and labor laws, ensuring deterrence, corrective behavior, and consistent enforcement across the organization.

12.0 Reporting Mechanism

YAPP INDIA provides a transparent and confidential reporting mechanism to encourage employees, contractors, and stakeholders to raise concerns regarding unsafe chemical handling, emissions, or waste management practices. Reports may be submitted through whistleblower helplines, a dedicated ESG email, grievance redressal systems, or directly to the EHS Department. All concerns will be treated with seriousness, investigated promptly, and resolved with corrective action plans. Whistleblower protection will be guaranteed to ensure no retaliation against those reporting in good faith. Regular reporting dashboards and trend analysis will be presented to management, helping YAPP INDIA strengthen its monitoring, compliance, and proactive risk management practices.

13.0 Conclusion

YAPP INDIA reaffirms its commitment to responsible management of materials and chemicals as part of its ESG strategy. By integrating sustainability into every stage of chemical handling—from sourcing and storage to use and disposal—the company protects people, communities, and the environment. Through innovation, compliance with international and national standards, and active supplier engagement, we strive to reduce waste, emissions, and hazardous impacts. Our focus on continuous improvement, transparency, and stakeholder collaboration ensures long-term resilience and value creation. With this policy, YAPP INDIA builds a safer workplace, minimizes environmental risks, and contributes to a sustainable future for generations ahead.

21. Sustainable Carbon Practices Policy

YAPP INDIA/SMS/POLICY- 21

1.0 Purpose

The purpose of this policy is to establish YAPP INDIA's commitment to monitoring, managing, and reducing greenhouse gas (GHG) emissions across all operations. We aim to align with global best practices, national regulations, and international standards to reduce our environmental footprint while supporting climate action and long-term sustainability.

2.0 Scope of Application

This policy applies to all YAPP INDIA employees, contractors, suppliers, and stakeholders engaged in manufacturing, assembly, logistics, and corporate operations. It covers all facilities, plants, and offices across India and applies to direct (Scope 1), indirect (Scope 2), and value-chain (Scope 3, where applicable) greenhouse gas emissions.

3.0 Governance

Governance of this policy lies with the ESG Steering Committee chaired by senior management. The committee monitors compliance, sets annual emission reduction targets, and reports to the Board of Directors. Independent internal audits and third-party verification ensure credibility, transparency, and accountability in measuring and managing GHG emissions.

4.0 Definition of Terms

- **GHGs** (Greenhouse Gases): Includes CO_2, CH_4, N_2O, HFCs, PFCs, and SF_6.
- **Scope** 1 Emissions: Direct emissions from company-owned assets and processes.
- **Scope** 2 Emissions: Indirect emissions from purchased energy (electricity, steam, heat).
- **Scope** 3 Emissions: Value-chain emissions including logistics, suppliers, and waste management.
- **Carbon** Footprint: The total GHG emissions caused directly and indirectly by operations.
- **Carbon** Neutrality: Balancing emissions with removals or offsets to achieve net zero.

5.0 Roles and Responsibilities

- **Board of Directors:** Oversight of GHG policy and integration into corporate strategy.
- **ESG Steering Committee**: Implementation, monitoring, and reporting on GHG targets.
- **Plant Managers**: Ensure compliance at site-level operations.
- **Employees**: Adhere to sustainable practices and participate in training.
- **Suppliers & Contractors**: Comply with YAPP INDIA's GHG reduction requirements.

6.0 Sustainable Carbon Practices Policy

6.1 Reducing Energy Consumption

YAPP INDIA will prioritize technology and equipment upgrades to improve energy efficiency and reduce greenhouse gas emissions. Investments will focus on adopting advanced machinery and automation systems that outperform industry benchmarks in energy efficiency. Examples include energy-efficient motors, compressors, and heat recovery systems. Each upgrade will be assessed through lifecycle analysis to ensure long-term sustainability benefits. Equipment installation and performance improvements will be documented in internal records and disclosed in annual sustainability reports. By upgrading technology across our operations, YAPP INDIA aims to reduce energy intensity, lower costs, and align with global best practices for sustainable manufacturing.

6.2 Emission Reduction in Logistics

Supply chain and logistics play a critical role in the overall carbon footprint of YAPP INDIA. We are committed to collaborating with suppliers and logistics partners to minimize transport-related emissions. Measures include optimizing routes, adopting digital logistics planning, and gradually transitioning to electric or hybrid fleets. We will encourage suppliers to adopt energy-efficient practices and align with our GHG reduction policies. Sustainable packaging solutions will be implemented to further reduce environmental impact. By engaging stakeholders across the supply chain, YAPP INDIA seeks to create a ripple effect that reduces emissions, fosters accountability, and promotes sustainable growth in our ecosystem.

6.3 Decarbonizing Transportation Operations

YAPP INDIA recognizes the significant impact of logistics and employee commuting on GHG emissions. We will adopt operational measures and technologies to reduce transportation-related emissions. These include route optimization, vehicle load efficiency, and adoption of electric or hybrid fleets. Cleaner fuels will be introduced where feasible, alongside carpooling, shuttle services, and incentives for sustainable commuting. Collaboration with logistics partners will ensure that sustainability standards extend throughout the supply chain. Progress will be tracked and disclosed through annual sustainability reporting. By rethinking transportation, YAPP INDIA aims to minimize Scope 1 and Scope 3 emissions and foster low-carbon mobility solutions.

6.4 Low-Carbon Energy Initiatives

Our operations rely significantly on fossil fuels, which contribute to carbon emissions and climate change. YAPP INDIA is committed to reducing fossil fuel dependency by transitioning to low-carbon alternatives and cleaner energy sources. This includes investment in renewable energy, adoption of energy-efficient technologies, and exploration of electrification in production processes. We will also implement innovative solutions to optimize energy demand and consumption. All reduction targets will align with India's Nationally Determined Contributions (NDCs) under the Paris Agreement, ensuring our actions are consistent with global climate goals. This commitment reflects our responsibility to minimize environmental impact and promote sustainability.

6.5 Green Power Management

To reduce Scope 2 emissions and dependence on fossil fuels, YAPP INDIA is committed to purchasing renewable energy from certified providers and generating clean energy on-site where possible. We will explore the installation of solar photovoltaic systems, wind energy solutions, and other renewable technologies within our facilities. Power Purchase Agreements (PPAs) with accredited renewable energy suppliers will also be pursued. Energy consumption will be tracked to ensure that the share of renewables grows steadily in our overall energy mix. These measures demonstrate our commitment to a sustainable energy transition, supporting national and international climate goals while ensuring operational efficiency.

6.6 Green Manufacturing Energy Guidelines

YAPP INDIA recognizes that high energy consumption in manufacturing directly contributes to increased greenhouse gas emissions and operational costs. We are committed to improving energy efficiency through advanced process optimization, closed-loop production systems, and deployment of energy-efficient machinery. Regular monitoring of energy usage, by type, will be carried out to identify hotspots and opportunities for improvement. We will adopt renewable energy wherever feasible and implement continuous energy audits to benchmark and track performance. By reducing energy intensity, we not only lower emissions but also ensure cost-effectiveness and sustainability in our operations, strengthening long-term resilience and competitiveness.

6.7 Environmental Impact Audit

YAPP INDIA is dedicated to conducting regular energy and carbon audits to identify inefficiencies and opportunities for reducing GHG emissions. Independent, certified auditors will review operations across manufacturing sites, offices, and transportation systems. The audit findings will guide targeted improvement measures and investments in efficiency technologies.

Reports will be documented and integrated into sustainability disclosures, such as the CDP Climate Change Report, Annual Reports, and ESG frameworks. This systematic approach ensures transparency, supports regulatory compliance, and provides a roadmap for continuous improvement. Through regular audits, we aim to achieve measurable reductions in energy use and greenhouse gas emissions.

6.8 Sustainable Thermal Management

Steam production is one of the major contributors to our overall energy use and associated GHG emissions. YAPP INDIA is dedicated to optimizing steam generation and distribution processes to minimize energy losses and improve efficiency. Heat recovery systems will be introduced to capture and reuse waste heat, reducing reliance on conventional fuels. Additionally, we aim to integrate renewable energy sources for thermal applications where technically and economically feasible. Smart monitoring systems will be deployed to track thermal energy use in real time, ensuring maximum efficiency. This approach enhances energy conservation, lowers emissions, and supports long-term operational sustainability.

6.9 Carbon Credit Procurement

YAPP INDIA recognizes that certain emissions cannot be entirely eliminated in the short term. To address this, we commit to purchasing verified carbon offset credits from accredited projects such as afforestation, reforestation, and renewable energy generation. These credits will be sourced through recognized international certification schemes to ensure credibility and transparency. Offsetting activities will supplement, not substitute, our direct reduction initiatives. We will disclose the volume and type of offsets purchased in sustainability reports, ensuring stakeholders are informed of our approach. Through this commitment, we will take responsibility for our residual emissions and move towards long-term carbon neutrality.

6.10 Emission Optimization Guidelines

To address this, we are committed to adopting advanced emission control technologies, enhancing process efficiency, and enforcing strict monitoring systems across all operations. Regular inspections and preventive maintenance will be conducted to minimize leakages and unplanned flaring incidents. Continuous training of employees and contractors will ensure safe and sustainable handling of operations. standards for monitoring and reporting GHG emissions.

6.11 Climate Responsibility Training

We commit to fostering a climate-conscious workforce by delivering regular training and awareness programs focused on energy conservation and GHG emissions reduction. Employees will be empowered with the knowledge and skills to actively participate in reducing energy consumption, minimizing carbon emissions, and adopting sustainable practices in their daily work. Training will include energy-saving guidelines, best practices, and updates on climate-friendly processes, ensuring alignment with organizational goals. By engaging employees in climate action, we aim to embed sustainability into our culture, strengthen accountability at all levels, and drive continuous improvement toward achieving long-term GHG reduction targets.

6.12. GHG Emission Reporting Frequency: Annually

7.0 ESG Objectives

1. Sustainability Issue : Reducing Energy Consumption
Objective : Lower total energy use in operations
Measure : % reduction in energy consumption
Target Value : ↓5%

2. Sustainability Issue : Emission Reduction in Logistics
Objective : Cut CO_2 emissions from logistics operations
Measure : % reduction in logistics-related GHG emissions
Target Value : ↓5%

3. Sustainability Issue : Decarbonizing Transportation Operations
Objective : Transition to low-carbon transport solutions
Measure : % low-carbon vehicles in fleet
Target Value : ↑5%

4. Sustainability Issue : Low-Carbon Energy Initiatives
Objective : Increase adoption of renewable energy sources
Measure : % renewable energy share
Target Value : ↑12%

5. Sustainability Issue : Green Power Management
Objective : Improve efficiency of electricity usage
Measure : % reduction in electricity intensity per unit output
Target Value : ↓5%

6. Sustainability Issue : Green Manufacturing Energy Guidelines
Objective : Implement energy-efficient manufacturing practices
Measure : % operations aligned with green energy guidelines
Target Value : ↑100%

7. Sustainability Issue : Environmental Impact Audit
Objective : Assess and report GHG impact
Measure : Number of annual environmental audits conducted
Target Value : ↑1 year

8. Sustainability Issue : Sustainable Thermal Management
Objective : Optimize heating and cooling systems for sustainability
Measure : % reduction in thermal energy use
Target Value : ↓3%

9. Sustainability Issue : Carbon Credit Procurement
Objective : Offset residual emissions through verified credits
Measure : Number of carbon credits purchased
Target Value : ↑1250

10. Sustainability Issue : Emission Optimization Guidelines
Objective : Standardize emission reduction practices
Measure : % compliance with emission guidelines
Target Value : ↑100%

11. Sustainability Issue : Emission Data Transparency
Objective : Strengthen reporting on GHG emissions
Measure : % disclosure of GHG emissions data
Target Value : ↑100%

8.0 Applicable Standards, Laws, and Acts

- International Standards: ISO 14001 (Environmental Management), I
- SO 26000 (Social Responsibility),
- GRI Standards,
- Carbon Disclosure Project (CDP).
- Global Commitments: UN Global Compact (10 Principles),
- OECD Guidelines, REACH,
- Responsible Care, VinylPlus.
- EU Regulations: VOC Directive,
- Packaging Waste Directive.
- India Laws: Environment Protection Act 1986,

- Energy Conservation Act 2001,
- Air (Prevention & Control of Pollution) Act 1981,
- National Action Plan on Climate Change (NAPCC).

9.0 Policy Distribution

This policy will be distributed to all employees, contractors, suppliers, and business partners. Copies will be made available on the company's intranet, and notice boards at all facilities. Supplier and contractor agreements will include clauses requiring compliance with this policy. Regular awareness and training programs will ensure employees understand their roles in reducing emissions. Stakeholders, including investors and customers, will have access to GHG-related performance data via sustainability reports. Management will ensure transparent communication of progress and challenges, with periodic updates to both internal and external stakeholders.

10.0 Annual Review

The GHG policy will be reviewed annually by the ESG Steering Committee to evaluate performance, compliance, and alignment with national and international regulations as applicable. The review will assess progress against KPIs, identify gaps, and propose corrective actions. External audits and independent verification will validate reported data. Stakeholder feedback will be incorporated to strengthen climate strategy. Adjustments will be made in response to changes in technology, regulations, and industry best practices. The annual review report will be submitted to the Board and shared with stakeholders through the company's ESG and sustainability disclosures.

11.0 Disciplinary Action for Policy Violators

Violations of this policy by employees, contractors, or suppliers will be taken seriously. Depending on the severity, disciplinary actions may include written warnings, retraining, suspension, or termination of employment/contract. Non-compliance by suppliers may lead to suspension of business or blacklisting. Contractors violating environmental standards may be fined or replaced. For intentional falsification of data or repeated negligence, strict actions, including legal proceedings, may be pursued. YAPP INDIA encourages a culture of accountability and responsibility, where violations are reported and addressed promptly, ensuring adherence to our commitment to GHG reduction and overall ESG objectives.

12.0 Reporting Mechanism

YAPP INDIA will maintain a transparent reporting mechanism for GHG emissions. Employees, contractors, and stakeholders can report non-compliance, environmental risks, or inefficiencies via internal reporting channels, including confidential whistleblower. Key metrics such as energy consumption, emission intensity, and progress on reduction targets will be disclosed.

Regular communication will be maintained with regulatory authorities and investors. Reports will be independently verified to ensure credibility. Transparency in reporting will build trust, drive accountability, and support continuous improvement in emission reduction.

13.0 Conclusion

YAPP INDIA is committed to reducing its GHG footprint through responsible energy use, process optimization, and adherence to international best practices. This policy reflects our accountability towards climate change and ensures integration of GHG management into all operations. By monitoring emissions, investing in cleaner technologies, and engaging employees, suppliers, and stakeholders, we aim to achieve measurable reductions in Scope 1 and Scope 2 emissions while progressing towards long-term carbon neutrality. Transparent reporting, annual reviews, and continuous improvement will guide our actions. Through this, we reaffirm our responsibility to society, environment, and future generations.

22. Ensure AML Compliance Policy

YAPP INDIA/SMS/POLICY- 22

1.0 Purpose

The purpose of this policy is to prevent YAPP INDIA from being misused for money laundering or terrorist financing. The policy ensures compliance with local, national, and international laws while promoting ethical, transparent, and accountable business practices. It reflects our ESG integration, reinforcing trust among stakeholders and safeguarding financial integrity.

2.0 Scope of Application

This policy applies to all employees, directors, contractors, suppliers, customers, and third-party intermediaries engaged with YAPP INDIA. It covers all business units, financial transactions, procurement, manufacturing, assembly, and distribution operations. The geographical scope includes India and all international markets where YAPP INDIA operates, exports, or conducts business activities.

3.0 Governance

YAPP INDIA's Board of Directors provides strategic oversight of anti-money laundering (AML) practices. led by the (CCO), ensures day-to-day monitoring and enforcement. Regular internal audits, risk assessments, and reporting mechanisms strengthen governance, ensuring alignment with ESG commitments, regulatory requirements, and international ethical standards.

4.0 Definition of Terms

- **Money Laundering (ML):** Concealing the origin of illegally obtained money by integrating it into legitimate financial systems.
- **Terrorist Financing:** Providing funds for terrorist activities, directly or indirectly.
- **KYC (Know Your Customer):** Process of verifying identity of clients, suppliers, or partners.
- **PEP (Politically Exposed Person):** Individuals with public functions requiring enhanced due diligence.
- **Suspicious Transaction Report (STR):** Report of unusual or suspicious financial activity.

5.0 Roles and Responsipility

- **Compliance Officer (CO):** Implement AML measures, training, monitoring, and reporting.
- **Managers:** Ensure policy adherence within departments.
- **Employees:** Report suspicious activities, follow ethical practices.

- **Suppliers/Contractors:** Comply with AML contractual obligations.
- **Audit Team:** Conduct independent reviews and assessments.

6.0 Ensure AML Compliance Policy

6.1 Hidden Funds in Logistics

YAPP INDIA recognizes the risk of illicit funds being concealed within legitimate supply chain transactions. To mitigate this, we enforce rigorous supplier due diligence, ensuring that all financial activities are transparent, traceable, and in compliance with legal frameworks. Our policy mandates that suppliers undergo thorough Know Your Customer (KYC) checks, including identity verification, financial background reviews, and anti-bribery assessments before entering contractual agreements. By embedding strict monitoring mechanisms into our procurement process, we aim to prevent hidden or suspicious payments. This approach safeguards our operations, maintains trust with stakeholders, and demonstrates our strong ESG commitment to financial integrity.

6.2 Fraudulent Procurement Channels

Shell companies pose a significant risk of money laundering due to their lack of transparency and questionable ownership structures. YAPP INDIA strictly prohibits engagement with suppliers or third-party vendors that cannot demonstrate genuine business operations and legitimate ownership. We require all vendors to provide complete beneficial ownership details, proof of physical presence, and verifiable business credentials. Enhanced due diligence is applied in high-risk cases, ensuring that no procurement contracts are awarded to shell entities. This policy reflects our commitment to ethical and lawful business partnerships while mitigating financial crime risks that could undermine operational sustainability and reputational credibility.

6.3 Misrepresentation of Transactions

Accurate and transparent financial reporting is essential to preventing money laundering schemes involving manipulation of financial statements. YAPP INDIA ensures that all financial transactions are properly documented, traceable, and subject to independent verification. Our policy requires strict compliance with statutory accounting standards, coupled with regular internal and external audits. We deploy automated accounting controls and digital tools that reduce human error and detect irregularities quickly. By maintaining transparency in our financial operations, we protect against fraudulent reporting, uphold accountability, and demonstrate ESG-aligned practices. This ensures stakeholders' trust while safeguarding the company from regulatory penalties and reputational damage.

6.4 Improper Payments and Laundering

Bribery and kickbacks remain major enablers of money laundering within business environments. YAPP INDIA enforces a zero-tolerance stance towards bribery in all forms, aligned with the Foreign Corrupt Practices Act (FCPA), UK Bribery Act, and Indian Prevention of Corruption Act as applicable. All employees, contractors, and partners are prohibited from offering or accepting undue financial or material benefits. Strict monitoring, whistleblower mechanisms, and periodic training are implemented to reinforce compliance. We ensure transparent procurement processes, fair bidding systems, and unbiased evaluations. By embedding anti-bribery principles in our governance framework, we promote ethical operations while minimizing corruption risks that enable financial crimes.

6.5 Abuse of International Transfers

International trade and financial transactions present high risks of money laundering if misused. YAPP INDIA ensures that all cross-border payments comply with Reserve Bank of India regulations, FATF recommendations, and OECD anti-money laundering guidelines. Our policy mandates strict monitoring of export-import transactions, requiring detailed documentation, banking traceability, and validation of counterparties. Enhanced scrutiny is applied to high-value or unusual international payments, ensuring transparency and legitimacy. By adopting international AML practices, we protect our supply chain from illicit financial flows. This prevents regulatory breaches, secures global trade partnerships, and demonstrates our strong commitment to integrity in international business operations.

6.6 Indirect Terror Funding

One of the most severe risks linked to money laundering is terrorist financing, often conducted through indirect third-party relationships. YAPP INDIA addresses this risk by enforcing enhanced due diligence on customers, suppliers, contractors, and intermediaries. We closely monitor politically exposed persons (PEPs), high-risk geographies, and unusual financial transactions to detect potential links to terrorism. Sanctions screening and background checks are compulsory before onboarding new partners. Our vigilance ensures that YAPP INDIA's financial systems are not exploited for funding illicit activities. This strengthens our corporate responsibility, aligns with ESG goals, and contributes to national and international security objectives.

6.7 Employee Collusion Threat

Money laundering can occur through collusion between internal employees and external entities. YAPP INDIA mitigates this by enforcing segregation of duties, access controls, and continuous employee monitoring in financial operations. No single employee is permitted end-to-end control of critical financial processes. Regular audits, fraud detection systems, and confidential reporting channels further reduce risks. Employees in sensitive positions undergo periodic job rotations and enhanced background checks. By embedding accountability within internal processes, we discourage collusion, detect irregularities early, and uphold ethical governance. This ensures that the company maintains integrity, complies with AML regulations, and fosters a culture of transparency.

6.8 Export-Import Laundering

Trade-based money laundering (TBML) involves manipulation of invoices, false trade declarations, and price misrepresentation to disguise illicit funds. YAPP INDIA implements best practices recommended by FATF and customs authorities to identify and prevent TBML. We use advanced monitoring to detect over- or under-invoicing, unusual trade flows, and discrepancies between declared and actual goods. All cross-border trade documents undergo compliance checks and third-party verification when needed. By ensuring strict documentation and validation, we minimize TBML risks within our supply chain. This policy protects YAPP INDIA from legal liability, financial crime association, and reputational damage while ensuring ethical trade practices.

6.9 Cash Transactions Misuse

Large cash transactions are a known channel for laundering illicit funds. YAPP INDIA discourages cash-based payments across operations, mandating electronic banking channels for all significant financial activities. Only small, approved cash transactions are permitted within defined thresholds, subject to full documentation and monitoring. Any unusual cash activity is flagged and investigated. By transitioning to digital, traceable, and auditable financial systems, we ensure transparency, accountability, and alignment with global AML best practices. This policy reduces opportunities for concealment of illicit money, protects against fraud, and demonstrates our ESG commitment to ethical financial management and regulatory compliance in all operations.

6.10 Weak Vendor Screening

Weak vendor due diligence exposes companies to money laundering through fraudulent or non-compliant suppliers. YAPP INDIA enforces a robust vendor screening program, requiring verification of registration documents, beneficial ownership, sanction list checks, and financial stability assessments before approval. Vendors must adhere to AML compliance obligations and ESG standards as part of contracts. High-risk suppliers undergo enhanced checks, including periodic reassessments. Our policy ensures that only credible and legitimate vendors participate in our supply chain. This reduces exposure to financial crimes, strengthens ethical procurement, and safeguards our company’s reputation as a responsible and compliant global manufacturing organization.

6.11 Political Influence Abuse

Engagements with politically exposed persons (PEPs) or entities linked to corruption increase risks of money laundering. YAPP INDIA applies enhanced due diligence to all PEP-related contracts, including background verification, ownership transparency checks, and close monitoring of transactions. All dealings with politically sensitive stakeholders are escalated for compliance review and approval. This ensures that business relationships remain ethical, transparent, and free from undue influence. By addressing corruption-related risks, we align with international anti-bribery frameworks while protecting against reputational harm. Our ESG approach promotes fairness and integrity in all partnerships, ensuring compliance with both national and international standards.

6.12 Weak Employee Awareness

A lack of employee awareness creates vulnerabilities for money laundering. YAPP INDIA ensures comprehensive training programs for all employees, covering anti-money laundering (AML) laws, red-flag indicators, and internal reporting procedures. Awareness initiatives include workshops, e-learning, and case study-based sessions tailored to different roles. Regular assessments test employees' understanding and reinforce accountability. By cultivating a culture of vigilance, employees become proactive in identifying and reporting suspicious activities. This collective awareness strengthens organizational resilience, promotes ethical behavior, and ensures alignment with ESG values. Our approach reflects a strong commitment to transparency, compliance, and long-term sustainability in financial operations.

6.13 Use of Fraudulent Invoices

Fraudulent invoicing schemes pose risks of money laundering by disguising illicit transactions as legitimate business expenses. YAPP INDIA addresses this by implementing automated invoice verification systems that flag anomalies in pricing, quantity, or supplier identity. Independent third-party validations and internal audits ensure invoice authenticity. Vendors must provide complete supporting documentation for every transaction. Employees involved in invoice approvals are trained to detect red flags and escalate concerns. This policy prevents financial irregularities, strengthens accountability, and protects against fraud. By embedding controls into procurement and finance, we safeguard our integrity and demonstrate strong governance aligned with ESG principles.

6.14 Reporting Protection Deficiency

Without whistleblower protection, employees may hesitate to report suspicious activities related to money laundering. YAPP INDIA provides a robust whistleblower program that guarantees confidentiality, anonymity, and non-retaliation. Employees, suppliers, and stakeholders are encouraged to report irregularities through secure and reporting platforms. All reports are investigated independently and fairly. Retaliation against whistleblowers is strictly prohibited and punishable under company policy. This open environment fosters accountability, builds trust, and enables early detection of potential laundering activities. Protecting whistleblowers reflects our ESG values by promoting transparency, integrity, and ethical conduct across the organization and its business relationships.

6.15 International Standards Violation

Failure to comply with international AML standards exposes companies to legal, financial, and reputational risks. YAPP INDIA commits to aligning its anti-money laundering practices with FATF recommendations, UNCAC provisions, OECD guidelines, ISO 26000 standards, and UN Global Compact Principles as applicable. Our compliance framework is regularly updated to reflect evolving global best practices. Cross-border transactions, procurement, and partnerships are assessed against these standards to ensure alignment. By maintaining strong international compliance, we safeguard stakeholder trust, ensure long-term sustainability, and reinforce our ESG commitments.

7.0 ESG Objectives

1. Sustainability Issue : Hidden Funds in Logistics
Objective : Detect and eliminate hidden fund flows in logistics
Measure : % logistics transaction audits completed
Target Value : ↑100%

2. Sustainability Issue : Fraudulent Procurement Channels
Objective : Prevent fraudulent procurement practices
Measure : Number of procurement fraud incidents
Target Value : ↓0

3. Sustainability Issue : Misrepresentation of Transactions
Objective : Ensure transparency in all financial records
Measure : % transaction accuracy verification
Target Value : ↑100%

4. Sustainability Issue : Improper Payments and Laundering
Objective : Eliminate improper financial payments
Measure : Number of improper payment cases
Target Value : ↓0

5. Sustainability Issue : Abuse of International Transfers
Objective : Monitor international fund transfers strictly
Measure : % compliance with international transfer regulations
Target Value : ↑100%

6. Sustainability Issue : Indirect Terror Funding
Objective : Prevent financial support to illicit groups
Measure : Number of identified suspicious terror funding cases
Target Value : ↓0

7. Sustainability Issue : Employee Collusion Threat
Objective : Minimize risk of employee collusion in laundering
Measure : % employees trained in AML policies
Target Value : ↑100%

8. Sustainability Issue : Export-Import Laundering
Objective : Prevent laundering through trade mispricing
Measure : Number of export-import laundering incidents
Target Value : ↓0

9. Sustainability Issue : Cash Transactions Misuse
Objective : Limit misuse of cash in operations
Measure : % reduction in cash transactions
Target Value : ↓60%

10. Sustainability Issue : Weak Vendor Screening
Objective : Strengthen vendor due diligence
Measure : % vendors screened for AML risks
Target Value : ↑100%

11. Sustainability Issue : Political Influence Abuse
Objective : Prevent political misuse of company finances
Measure : Number of political influence cases
Target Value : ↓0

12. Sustainability Issue : Weak Employee Awareness
Objective : Improve employee awareness of AML risks
Measure : % employees completing AML training
Target Value : ↑100%

13. Sustainability Issue : Use of Fraudulent Invoices
Objective : Detect and eliminate fake invoicing
Measure : Number of fraudulent invoice cases
Target Value : ↓0

14. Sustainability Issue : Reporting Protection Deficiency
Objective : Strengthen protection for whistleblowers
Measure : % implementation of whistleblower safeguards
Target Value : ↑100%

15. Sustainability Issue : International Standards Violation
Objective : Ensure compliance with AML international standards
Measure : % compliance with FATF and global AML frameworks
Target Value : ↑100%

8.0 Applicable Standards, Laws, Acts

- India**:** Prevention of Money Laundering Act (PMLA, 2002),
- RBI Guidelines,
- SEBI Regulations.
- OECD Guidelines, GRI Standards, ISO 26000.
- Other (as applicable)**:** FATF Recommendations,

- Basel Committee Guidelines,
- EU AML Directives,
- UK Bribery Act.

9.0 Policy Distribution

This policy will be distributed to all employees, contractors, suppliers, and business partners through the company intranet, email circulation, and printed handbooks. It will be included in employee induction, vendor onboarding, and customer due diligence packages. The Compliance Department will conduct regular awareness sessions to ensure all stakeholders understand their obligations. Updates will be communicated promptly, and acknowledgment from all concerned individuals will be mandatory. Accessibility will be ensured across all operational sites, both in India and international subsidiaries. Regular training modules and refresher programs will be conducted to reinforce awareness and effective implementation of this policy.

10.0 Annual Review

The Money Laundering Policy will be reviewed annually by the in coordination with the Internal Audit team. The review will assess effectiveness, compliance with regulatory changes, alignment with ESG principles, and evolving industry risks. Feedback will be sought from employees, suppliers, and stakeholders to strengthen preventive mechanisms. Benchmarking will be conducted against international best practices, including FATF, OECD, and UN standards as applicable. This continuous improvement process ensures the policy remains robust, effective, and adaptive to emerging money laundering risks and compliance needs.

11.0 Disciplinary Action for Policy Violators

Any employee, supplier, or contractor found violating this policy will face strict disciplinary action, including suspension, termination of contract, or legal prosecution in accordance with applicable laws. Employees may face penalties ranging from warnings to dismissal, depending on the severity of non-compliance. Suppliers and business partners failing to comply with AML obligations may be blacklisted from future contracts. In cases of deliberate or repeated violations, YAPP INDIA will cooperate with regulatory authorities, law enforcement agencies, and financial institutions for further investigation. Maintaining ethical standards is non-negotiable, and violations will be treated as a breach of company values and ESG commitments.

12.0 Reporting Mechanism

YAPP INDIA provides secure and confidential channels for reporting money laundering suspicions. Employees, suppliers, or stakeholders may report through a whistleblowing secure email, or directly to the Compliance Officer. All reports will be investigated promptly and handled with utmost confidentiality. Retaliation against whistleblowers is strictly prohibited. Where required, Suspicious Transaction Reports (STRs) will be submitted to relevant authorities. Regular monitoring and auditing will ensure early detection of irregularities. Employees are encouraged to act responsibly and report without fear of reprisal. The system ensures compliance, accountability, and reinforces our ESG commitment to transparency and ethical business practices.

13.0 Conclusion

YAPP INDIA is committed to maintaining a zero-tolerance stance against money laundering and terrorist financing. This policy ensures compliance with national and international regulations, aligns with ESG standards, and safeguards our operations from financial crimes. By integrating transparency, accountability, and ethical governance into our practices, we protect stakeholders' trust and long-term sustainability. Our commitment extends beyond compliance—promoting integrity in every transaction, partnership, and decision. Together with employees, suppliers, and partners, we pledge to uphold strong AML standards, ensuring that our company continues to contribute positively to society, environment, and economy while preventing financial crime risks.

23. Confidential Security Reporting Policy

YAPP INDIA/SMS/POLICY- 23

1.0 Purpose

The purpose of this policy is to establish a transparent, confidential, and secure mechanism for stakeholders—including employees, suppliers, customers, and partners—to report concerns related to corruption, bribery, and information security breaches. This ensures accountability, ethical compliance, and protection of YAPP INDIA's operations, reputation, and sustainability commitments.

2.0 Scope of Application

This policy applies to all employees, contractors, suppliers, vendors, consultants, customers, and business partners of YAPP INDIA across all manufacturing, assembly, and operational facilities within India and global operations, covering all business functions, supply chain activities, and stakeholder interactions.

3.0 Governance

The Whistleblower mechanism is overseen by the Regular reporting to top management ensures accountability, transparency, and compliance with national and international regulations.

4.0 Definition of Terms

- **Whistleblower**: A stakeholder who raises concerns about unethical conduct, corruption, bribery, or **information** security violations.
- **Retaliation**: Any adverse action taken against a whistleblower for reporting concerns.
- **Confidentiality**: Assurance that the identity of the whistleblower and the contents of the report remain protected.
- **Information Security Concern**: Any activity that compromises data privacy, cybersecurity,

5.0 Roles and Responsibilities

- **Employees/Stakeholders**: Report concerns promptly through official channels.
- **Compliance Officer**: Receive, document, and investigate reports while ensuring confidentiality.
- **Ethics & Compliance Committee**: Review escalated cases and ensure corrective action.
- **Top Management**: Demonstrate commitment, provide resources, and enforce disciplinary measures.
- Third**-Party Auditor (if required)**: Ensure impartial handling of cases.

6.0 Confidential Security Reporting Policy

6.1 Ethical Supply Chain

YAPP INDIA maintains a zero-tolerance stance against bribery, corruption, and unethical practices throughout all operations and supply chain activities. Suppliers, contractors, and partners must comply with international anti-corruption standards including FCPA, UNCAC, and OECD Guidelines as applicable. Supplier selection incorporates due diligence, contractual anti-corruption clauses, and regular awareness programs. The whistleblower system provides a confidential platform for reporting suspected unethical activities. All reports are investigated thoroughly and corrective actions are promptly implemented. The policy reinforces integrity, accountability, and compliance across all business operations, strengthening stakeholder trust and demonstrating the company's commitment to ethical and sustainable business practices.

6.2 Information Security Breaches

YAPP INDIA ensures strict protection of all business, employee, and stakeholder information against unauthorized access, disclosure, or misuse. Security measures include encryption, access controls, multi-factor authentication, regular audits, and cybersecurity awareness programs. Employees, suppliers, and stakeholders are encouraged to report suspected breaches through a confidential whistleblower system. All reports are investigated promptly, and preventive measures are implemented to mitigate recurrence. These practices safeguard operational integrity, ensure compliance with national and international information security standards, and maintain stakeholder trust. Protecting sensitive information is essential for business continuity, reputation management, and alignment with ESG principles.

6.3 Retaliation Against Whistleblowers

YAPP INDIA guarantees a strict non-retaliation environment for stakeholders reporting concerns in good faith. Employees, suppliers, and business partners are protected from retaliation, discrimination, or victimization for raising ethical, anti-corruption, or information security concerns. Reports are managed confidentially and investigations are conducted impartially by trained compliance officers under the Ethics & Compliance Committee's supervision. Retaliation is treated as a serious violation, subject to disciplinary action including termination or legal proceedings. The policy fosters a culture of transparency, accountability, and trust, encouraging stakeholders to report concerns without fear, which is central to sustaining ethical operations and protecting corporate reputation.

6.4 Stakeholder Reporting Blindspot

Effective whistleblowing requires stakeholders to be aware of available reporting mechanisms. YAPP INDIA conducts regular awareness campaigns, training programs, and supplier engagement sessions to educate employees, contractors, and partners on safe reporting channels. Mechanisms include dedicated email IDs, online forms, and direct contact with compliance officers. Communication materials are provided in English and regional languages to ensure understanding. The company continuously evaluates the effectiveness of these initiatives and updates channels as needed. This approach ensures that stakeholders know how and where to report concerns, promoting transparency, timely issue resolution, and adherence to ethical business practices.

6.5 Regulatory Non-Compliance

YAPP INDIA commits to full compliance with all relevant national and international laws and industry standards concerning anti-corruption, bribery, and information security. Key frameworks include the Prevention of Corruption Act, Companies Act, IT Act, FCPA, OECD Guidelines, ISO 26000, and UNGC principles as applicable. Compliance audits, policy reviews, and monitoring processes ensure alignment with evolving legal and regulatory requirements. Employees, suppliers, and stakeholders are trained to understand compliance obligations, and corrective actions are promptly implemented when gaps are identified. The company's approach fosters operational integrity, mitigates legal and reputational risks, and reinforces ethical and responsible business conduct.

6.6 Fraud and Financial Misreporting

YAPP INDIA emphasizes preventing fraudulent financial practices and misreporting across all business operations. Internal control systems, regular audits, and whistleblower reporting mechanisms are in place to identify irregularities or suspicious activities. Employees and stakeholders are encouraged to report concerns without fear of retaliation. All reports are assessed promptly, and corrective or disciplinary actions are implemented as needed. These measures ensure transparency, accurate reporting, and adherence to accounting and regulatory standards. By addressing fraud risks proactively, the company safeguards financial integrity, maintains stakeholder confidence, and aligns with ESG principles of accountability and responsible governance.

6.7 Integrity Conflict Zone

YAPP INDIA identifies and manages actual or potential conflicts of interest among employees, suppliers, and partners. Individuals are required to disclose any personal, financial, or professional relationships that may influence decision-making or create ethical dilemmas. A whistleblower system enables confidential reporting of suspected conflicts. Disclosures are reviewed and addressed by the to ensure fairness and impartiality. This proactive approach prevents unethical practices, maintains transparency, and ensures that business decisions are made objectively. Managing conflicts of interest protects the company's integrity, stakeholder trust, and aligns operations with national and international ethical standards.

6.8 Misuse of Company Assets

YAPP INDIA seeks to prevent the unauthorized or unethical use of company assets, including funds, equipment, intellectual property, and digital resources. Employees, contractors, and partners are trained on appropriate use policies and reporting mechanisms. Suspected misuse can be reported confidentially through the whistleblower system, ensuring anonymity and protection against retaliation. All incidents are investigated thoroughly, and corrective or disciplinary actions are implemented. These measures protect the company's assets, ensure operational efficiency, and prevent reputational harm. Upholding proper use of resources reinforces ethical culture, accountability, and compliance with applicable laws and ESG standards.

6.9 Supplier Misconduct

YAPP INDIA monitors and addresses supplier misconduct, including unethical practices, bribery, or non-compliance with laws. Suppliers are required to adhere to contractual clauses, ethical guidelines, and ESG standards. A secure whistleblower system allows employees and stakeholders to report supplier violations confidentially. Reported cases are investigated, and appropriate corrective or contractual actions are enforced. Proactive management of supplier conduct ensures supply chain integrity, mitigates operational and reputational risks, and fosters long-term sustainable partnerships. By holding suppliers accountable, the company strengthens ESG compliance, promotes ethical business practices, and demonstrates leadership in responsible sourcing.

6.10 Data Privacy Violations

YAPP INDIA is committed to protecting personal data of employees, customers, and business partners in line with the IT Act and global privacy standards. Access to sensitive data is restricted, monitored, and regularly audited. Stakeholders can report suspected data privacy breaches through secure whistleblower channels. All reports are investigated promptly, with corrective measures taken to prevent recurrence. Maintaining data privacy safeguards stakeholder trust, ensures regulatory compliance, and reduces risks of financial or reputational damage. This proactive approach aligns with the company's ESG commitment to transparency, accountability, and responsible management of information assets.

6.11 Cybersecurity Threats

YAPP INDIA recognizes the increasing risk of cybersecurity attacks that could compromise operations, data, and stakeholder trust. Robust IT security frameworks, employee training, and incident reporting systems are in place to prevent, detect, and respond to cyber threats. Employees and stakeholders are encouraged to report suspicious activities confidentially. All reported incidents are addressed with immediate corrective action and preventive measures. Strengthening cybersecurity practices protects critical infrastructure, ensures business continuity, and maintains confidence in the company's operations. This policy aligns with ESG principles by demonstrating proactive risk management, resilience, and accountability.

6.12 Unethical Workplace Practices

YAPP INDIA promotes a workplace free from harassment, discrimination, or unethical conduct. Employees, contractors, and stakeholders can report violations confidentially through the whistleblower system. All reports are investigated objectively, and appropriate disciplinary actions are implemented. Regular training programs raise awareness of ethical conduct, anti-harassment policies, and reporting mechanisms. By fostering an ethical workplace, the company safeguards employee wellbeing, promotes diversity and inclusion, and strengthens organizational culture. This approach aligns with ESG principles, enhances stakeholder trust, and ensures compliance with national labor laws and international ethical standards.

6.13 ESG Reputation Risk

YAPP INDIA acknowledges that unethical behavior, corruption, or information security breaches can negatively impact the company's ESG reputation. Proactive risk management, transparent reporting, and robust whistleblower mechanisms mitigate these risks. Stakeholders are encouraged to report any potential reputational concerns confidentially. Investigations and corrective actions are promptly implemented. Continuous monitoring and training programs reinforce responsible corporate conduct. Protecting ESG reputation enhances stakeholder confidence, strengthens brand value, and demonstrates YAPP INDIA's commitment to ethical, transparent, and sustainable business practices aligned with global ESG expectations.

6.14 International Governance Failure

YAPP INDIA ensures adherence to international standards including ISO 26000, GRI, UNGC principles, and OECD Guidelines as applicable. Policies, audits, and whistleblower mechanisms support compliance and continuous improvement. Employees, suppliers, and stakeholders are trained to understand applicable obligations. Any suspected violation of international standards can be reported confidentially. Corrective actions are taken to align operations with global benchmarks. Compliance with these standards ensures responsible corporate behavior, enhances stakeholder trust, and strengthens the company's ESG profile. Continuous monitoring and review help anticipate changes in international regulations, ensuring proactive alignment with ethical and sustainable business practices.

6.15 Ineffective Oversight Systems

YAPP INDIA recognizes that ineffective reporting or monitoring can allow unethical practices to go undetected. The company maintains multiple confidential channels for reporting, including email, , and online forms, monitored by trained compliance officers. Reports are investigated objectively, with findings reviewed by the Monitoring systems are periodically evaluated for effectiveness, and improvements are implemented based on feedback. A strong reporting framework ensures timely identification of risks, corrective action, and transparency. This proactive approach strengthens governance, accountability, and ESG performance, while fostering a culture of ethical responsibility across the organization.

7.0 ESG Objectives

1. Sustainability Issue : Ethical Supply Chain
Objective : Strengthen ethical reporting on supplier practices
Measure : % supplier compliance audits
Target Value : ↑100%

2. Sustainability Issue : Information Security Breaches
Objective : Detect and report breaches promptly
Measure : Number of unreported breaches
Target Value : ↓0

3. Sustainability Issue : Retaliation Against Whistleblowers
Objective : Ensure zero tolerance for retaliation
Measure : Number of retaliation cases reported
Target Value : ↓0

4. Sustainability Issue : Stakeholder Reporting Blindspot
Objective : Increase awareness and access to reporting channels
Measure : % stakeholder awareness sessions conducted
Target Value : ↑60%

5. Sustainability Issue : Regulatory Non-Compliance
Objective : Achieve full compliance with reporting laws
Measure : % compliance rate with regulatory requirements
Target Value : ↑100%

6. Sustainability Issue : Fraud and Financial Misreporting
Objective : Encourage early detection of fraud via whistleblower reports
Measure : Number of unresolved fraud cases
Target Value : ↓0

7. Sustainability Issue : Integrity Conflict Zone
Objective : Address integrity-related concerns swiftly
Measure : % resolved whistleblower cases
Target Value : ↑75%

8. Sustainability Issue : Misuse of Company Assets
Objective : Prevent and report misuse effectively
Measure : Number of misuse incidents detected
Target Value : ↓0

9. Sustainability Issue : Supplier Misconduct
Objective : Identify and address supplier violations via whistleblowing
Measure : Number of supplier misconduct cases acted upon
Target Value : ↑100%

10. Sustainability Issue : Data Privacy Violations
Objective : Strengthen protection of stakeholder data
Measure : % compliance with data privacy standards
Target Value : ↑100%

11. Sustainability Issue : Cybersecurity Threats
Objective : Improve reporting on cyber incidents
Measure : % reported cybersecurity threats resolved
Target Value : ↑100%

12. Sustainability Issue : Unethical Workplace Practices
Objective : Ensure transparency in workplace ethics reporting
Measure : Number of unethical practice cases unresolved
Target Value : ↓0

13. Sustainability Issue : ESG Reputation Risk
Objective : Mitigate reputational risks through timely reporting
Measure : % ESG-related concerns addressed
Target Value : ↑95%

14. Sustainability Issue : International Governance Failure
Objective : Align whistleblower system with global standards
Measure : % adherence to international governance codes
Target Value : ↑100%

15. Sustainability Issue : Ineffective Oversight Systems
Objective : Strengthen monitoring and oversight of whistleblower cases
Measure : % oversight reviews completed
Target Value : ↑80%

8.0 Applicable Standards, Laws, and Acts

- **International (as applicable)**: Foreign Corrupt Practices Act (1977),
- OECD Guidelines for Multinational Enterprises,
- UN Convention Against Corruption (UNCAC),
- UNGC 10 Principles, ISO 26000,
- GRI Standards.
- **National (India)**: Prevention of Corruption Act,

- Information Technology Act (2000),
- Companies Act (2013),

9.0 Policy Distribution

This policy will be communicated to all employees, contractors, suppliers, and partners through training programs, onboarding sessions, supplier contracts, and the company's intranet and website. Physical copies will be available at all facilities, and periodic workshops will reinforce awareness. Suppliers and contractors must acknowledge compliance with the whistleblower policy as part of contractual obligations. Awareness campaigns and posters will highlight the confidential reporting channels, ensuring accessibility. Communication will be in English and regional languages to ensure broad understanding. YAPP INDIA will provide reminders via newsletters and compliance updates, ensuring widespread awareness and continuous reinforcement.

10.0 Annual Review

The whistleblower policy will undergo an in consultation with the Internal Audit Department. The review will evaluate the effectiveness of reporting mechanisms, trends in reported concerns, and any gaps in stakeholder awareness. Input will be collected from employees, suppliers, and external auditors to strengthen the process. Updates will incorporate changes in international regulations (e.g., FCPA, OECD) as applicable, national laws, and emerging ESG risks and updated policies will be re-communicated across the organization. Lessons learned will drive continuous improvement.

11.0 Disciplinary Action for Policy Violators

Any employee, supplier, or partner found violating this policy through corrupt practices, bribery, or information security breaches will face strict disciplinary measures. Actions may include verbal or written warnings, suspension, demotion, financial penalties, contract termination, or legal proceedings under applicable laws. Retaliation against whistleblowers will not be tolerated and will be treated as a severe violation, leading to disciplinary action. Cases involving criminal activity will be referred to appropriate legal authorities. The company maintains a zero-tolerance approach towards corruption, bribery, and misconduct, ensuring fair investigation and proportionate corrective measures to preserve trust and uphold ethical business conduct.

12.0 Reporting Mechanism

YAPP INDIA ensures multiple secure channels for reporting concerns: (1) A confidential email ID:, (2) (3) A secure online reporting form, (4) A third-party reporting service (if needed), and (5) A compliance officer contact. Reports may be made anonymously. Whistleblowers are guaranteed confidentiality and protection from retaliation.

The will acknowledge receipt, investigate, and provide resolution updates. Reports will be documented, tracked, and presented to the Awareness materials will emphasize the independence of the process and encourage stakeholders to use reporting mechanisms without fear of reprisal.

13.0 Conclusion

YAPP INDIA affirms its commitment to maintaining integrity, ethical business practices, and robust information security. The whistleblower procedure strengthens accountability, builds stakeholder trust, and aligns operations with ESG principles and international anti-corruption standards. By providing secure, confidential, and retaliation-free reporting channels, the company enables employees, partners, and other stakeholders to raise concerns without fear. The governance structure ensures impartial investigation, fair outcomes, and transparent reporting. Through continuous awareness, monitoring, and improvement, YAPP INDIA reinforces its dedication to preventing corruption, bribery, and data security breaches, thereby upholding its reputation as a responsible and sustainable global business partner.

24. Ethical Conduct Enforcement Policy

YAPP INDIA/SMS/POLICY- 24

1.0 Purpose

The purpose of this policy is to establish a clear framework for preventing, detecting, and responding to corruption, bribery, and unethical inducements across all YAPP INDIA operations. This policy reinforces the company's commitment to ethical business conduct, compliance with international and national anti-corruption laws, and the promotion of transparency, integrity, and responsible corporate governance in all dealings with employees, suppliers, customers, and public officials.

2.0 Scope of Application

This policy applies to all employees, contractors, suppliers, business partners, and third parties involved in YAPP INDIA's operations, including manufacturing, assembly, supply chain, sales, and administrative functions. It covers activities across all geographical locations where the company operates or interacts with governmental entities, regulators, or international business partners.

3.0 Governance

The oversees anti-corruption compliance. The committee monitors risk assessments, approves due diligence processes, reviews whistleblower reports, and ensures corrective actions. Senior management supports implementation across business units, ensuring consistent adherence to legal requirements, internal controls, and ESG principles.

4.0 Definition of Terms

- **Corruption:** Offering, promising, giving, soliciting, or accepting an undue advantage to influence a business decision unlawfully.
- **Bribery:** Direct or indirect inducement of officials or private parties to obtain unfair business advantage.
- **Third Party:** Suppliers, contractors, agents, intermediaries, consultants, and business partners.
- **Whistleblower:** Any individual reporting suspected corruption or unethical conduct in good faith.

5.0 Roles and Responsibilities

- **Employees:** Comply with anti-corruption policies, complete mandatory training, and report suspected violations.
- **Managers:** Monitor activities, enforce policy adherence, and escalate risks.
- **Compliance Officer:** Conduct due diligence, handle reports, investigate allegations, and maintain records.
- **Suppliers/Third Parties:** Abide by anti-corruption standards, participate in awareness programs

6.0 Ethical Conduct Enforcement Policy

6.1 Stakeholder Whistleblower Protection

YAPP INDIA provides a secure and confidential whistleblower system for employees, suppliers, customers, and other stakeholders to report suspected corruption or bribery. The procedure guarantees confidentiality and protects whistleblowers from retaliation, discrimination, or victimization. Dedicated reporting channels include internal or email addresses, , and direct contact with designated compliance personnel. Reports are investigated impartially, and corrective actions are implemented. Regular awareness campaigns ensure stakeholders know how to access reporting mechanisms. By encouraging ethical reporting, YAPP INDIA strengthens transparency, deters corrupt behavior, and reinforces a culture of accountability and ESG-aligned responsible conduct.

6.2 Third-Party Corruption

YAPP INDIA mandates that all third parties, including suppliers, consultants, agents, and distributors, comply with anti-corruption and ethical standards. Comprehensive due diligence is performed before engagement, and contracts include anti-bribery clauses. Whistleblower channels allow confidential reporting of suspected corrupt practices. Violations result in immediate investigation, contractual termination, and, if necessary, legal action. Monitoring and auditing ensure ongoing compliance. These measures mitigate reputational, financial, and legal risks while ensuring third-party interactions align with ESG principles. By enforcing ethical conduct in all third-party engagements, the company strengthens integrity, accountability, and stakeholder confidence across its global operations.

6.3 Special Approval Protocol

YAPP INDIA establishes a formal approval procedure for sensitive transactions involving external stakeholders, including hospitality, travel, professional services, gifts, or discretionary payments where personal benefits may be perceived. Employees must seek prior approval through defined channels, document the nature and value of the transaction, and ensure alignment with anti-corruption policies. All approvals are reviewed by managers or the Ethics & Compliance Committee, and suspicious transactions are investigated. This process ensures transparency, reduces corruption risks, and maintains ethical conduct. By monitoring sensitive transactions systematically, the company safeguards reputation, ensures compliance, and reinforces ESG principles of integrity and responsible corporate governance.

6.4 Gift-Related Corruption

YAPP INDIA prohibits offering or accepting gifts, hospitality, or entertainment that could create an improper influence or constitute a bribe. Employees and third parties must adhere to prescribed thresholds and disclosure requirements. Any suspicious activities should be reported via whistleblower channels. All reported incidents are investigated and addressed promptly. These measures ensure that gestures of courtesy do not compromise ethical judgment or result in conflicts of interest. By regulating and monitoring gifts and hospitality, the company upholds integrity, prevents corruption, and maintains trust with customers, suppliers, and governmental entities, reinforcing ESG commitments and ethical business practices.

6.5 Third-Party Corruption

YAPP INDIA requires all suppliers, contractors, and customers to adhere to anti-corruption standards. The company prohibits offering or accepting inducements, kickbacks, or facilitation payments that could influence business decisions. Supplier contracts include anti-bribery clauses, and regular compliance audits ensure adherence. Whistleblower channels allow confidential reporting of unethical practices. Awareness and training sessions are conducted for stakeholders. Violations are investigated and remediated promptly, with corrective measures implemented to prevent recurrence. These practices protect the company's reputation, uphold financial integrity, foster ethical relationships, and reinforce the company's ESG principles, ensuring all supply chain and customer interactions are transparent and lawful.

6.6 Bribery Control Reviews

YAPP INDIA regularly audits its anti-corruption and compliance control systems to evaluate effectiveness and ensure adherence to policies. Audits include clearly defined scope, identification of accountable persons or entities, and retrospective review of existing systems. Internal audits and formal external audits assess controls, detect gaps, and provide recommendations for improvement. Findings inform corrective actions, enhance internal oversight, and support risk mitigation. Regular auditing ensures compliance with national and international anti-corruption regulations, strengthens stakeholder confidence, prevents unethical practices, and reinforces ESG commitments by maintaining robust, transparent, and accountable business operations across all organizational functions and geographical areas.

6.7 Commission Abuse Concerns

YAPP INDIA forbids employees or third parties from receiving kickbacks, unauthorized commissions, or any form of illicit benefit in exchange for preferential treatment. All financial dealings must comply with internal approvals, contracts, and anti-bribery regulations. Whistleblower mechanisms allow confidential reporting of suspected irregularities. Investigations are conducted impartially, and disciplinary action is enforced. By prohibiting kickbacks and commission misuse, the company ensures fair competition, transparency, and ethical behavior.

6.8 Anti-Corruption Screening

YAPP INDIA implements a robust anti-corruption due diligence program for all third parties, including suppliers, vendors, brokers, agents, distributors, contractors, consultants, and customs brokers. The program assesses corruption risks before engagement using a risk-based approach, data collection on third-party profiles, and benchmarking against industry standards. Due diligence includes verifying compliance with anti-bribery laws, contractual obligations, and reputation screening. Findings inform engagement decisions, contractual clauses, and monitoring requirements. This ensures third-party interactions uphold ethical standards, reduces the risk of corruption incidents, and aligns operations with international anti-corruption frameworks, ESG commitments, and stakeholder expectations across domestic and global activities.

6.9 Alliance Corruption Exposure

YAPP INDIA ensures that All agreements include contractual obligations prohibiting bribery or inducements. Due diligence is conducted before engagement, and ongoing monitoring ensures compliance. Whistleblower channels allow confidential reporting of concerns. Violations are investigated, and corrective actions are taken, including potential contract termination. By enforcing anti-corruption practices in collaborative arrangements, the company mitigates financial, legal, and reputational risks, fosters ethical partnerships, and ensures alignment with ESG principles and international standards.

6.10 Corruption via Conflicts

YAPP INDIA requires disclosure of personal, financial, or business interests that could influence decision-making or lead to corrupt practices. Employees, suppliers, and contractors must report potential conflicts via secure whistleblower channels. Disclosures are reviewed by the Ethics & Compliance Committee, and corrective measures are implemented to prevent bias or unethical influence. Managing conflicts of interest ensures decisions are objective, promotes transparency, and maintains stakeholder trust. The policy reinforces a culture of integrity, ensures compliance with anti-corruption laws, and supports ESG commitments by preventing situations that could compromise ethical decision-making or facilitate bribery, inducements, or undue advantages.

6.11 Anti-Corruption Evaluation

YAPP INDIA conducts periodic corruption risk assessments across all operations, business units, and supply chains to identify potential vulnerabilities and prioritize mitigation measures. Assessments include detailed descriptions of identified risks, evaluation of their likelihood and impact, and formulation of corrective action plans. Results are reviewed periodically to ensure evolving risks are captured and addressed. Findings inform management decisions, due diligence, training, and internal controls.

By systematically assessing corruption-related risks, the company ensures proactive prevention, enhances transparency, strengthens internal controls, mitigates financial, legal, and reputational risks, and aligns business practices with ESG principles and international anti-corruption standards.

6.12 Facilitation Payments

YAPP INDIA strictly forbids facilitation payments to expedite routine administrative or governmental services. Employees, contractors, and partners are trained to identify and refuse such payments. All transactions, including requests for facilitation, must be documented, and suspected solicitations reported through secure whistleblower channels. The Ethics & Compliance Committee investigates all reports impartially and ensures corrective actions are taken. Eliminating facilitation payments reduces legal, operational, and reputational risks. By maintaining zero tolerance for such practices, the company strengthens compliance, promotes ethical business conduct, and ensures integrity in all domestic and international operations in accordance with national and international anti-corruption standards.

6.13 Unethical Licensing Practices

YAPP INDIA prohibits any corrupt practice in obtaining licenses, permits, or approvals from regulatory authorities. Employees, contractors, and agents must follow formal procedures, maintain documentation, and report suspicious requests through whistleblower channels. Investigations are conducted for any irregularities, and corrective actions are enforced. By eliminating bribery in regulatory processes, the company ensures compliance with national and international laws, promotes ethical interactions with authorities, reduces legal and reputational risks, and strengthens operational transparency. This aligns the company's licensing and permitting activities with ESG principles and global anti-corruption standards.

6.14 Ethics Compliance Training

YAPP INDIA commits to strengthening employee awareness and competence in preventing corruption and bribery through comprehensive training programs. All employees, including new hires, managers, and relevant contractors, receive periodic training covering anti-corruption laws, company policies, reporting procedures, and practical scenarios. Training is documented through slide decks, content summaries, attendance records, progress reports, and certificates of completion. These initiatives ensure employees understand potential risks, recognize unethical practices, and are equipped to act responsibly. Regular evaluation of training effectiveness ensures knowledge retention and reinforces the company's commitment to transparency, integrity, and ESG-aligned ethical conduct across all business operations.

6.15 Fraudulent Procurement Practices

YAPP INDIA prohibits fraudulent practices in procurement, including price manipulation, collusion, or bribes to vendors or officials. Employees must comply with procurement policies, approvals, and reporting mechanisms. Whistleblower channels allow confidential reporting of violations. All allegations are investigated and addressed promptly, with disciplinary action taken if necessary. This approach ensures fair competition, protects the integrity of procurement processes, and mitigates financial, operational, and reputational risks. Maintaining ethical procurement practices reinforces ESG principles, compliance with laws, and stakeholder trust across all business operations and supply chains.

6.16 Misuse of Company Funds

YAPP INDIA prohibits the unauthorized use of company funds for personal gain, bribery, or inducements. Employees, contractors, and suppliers must comply with internal approval processes, financial controls, and reporting requirements. Any suspected misuse can be reported confidentially through whistleblower mechanisms. All reports are investigated thoroughly, and corrective or disciplinary action is enforced. This policy ensures transparency in financial transactions, mitigates risks of fraud or corruption, and strengthens trust with stakeholders. Maintaining strict control over financial resources protects the company's reputation, supports compliance with laws, and reinforces a culture of accountability and ethical behavior.

6.17 Trade Corruption Risks

YAPP INDIA ensures that all export and import operations comply with customs regulations and anti-corruption laws. Employees and contractors are prohibited from paying bribes or offering inducements to expedite shipments, clear customs, or obtain licenses. All transactions must be documented, and suspected violations reported via whistleblower channels. Investigations are conducted, and corrective actions implemented. Ethical management of import/export activities mitigates legal and reputational risks, ensures compliance with FCPA, UNCAC, and local regulations as applicable, and strengthens stakeholder confidence. ESG principles are reinforced through transparent and lawful global trade practices.

7.0 ESG Objectives

1. Sustainability Issue : Stakeholder Whistleblower Protection
Objective : Strengthen whistleblower trust and protection
Measure : % protection cases resolved without retaliation
Target Value : ↑100%

2. Sustainability Issue : Third-Party Corruption
Objective : Mitigate corruption risks in third-party dealings
Measure : % of third parties screened for corruption
Target Value : ↑100%

3. Sustainability Issue : Special Approval Protocol
Objective : Enforce strict approvals for sensitive transactions
Measure : % adherence to approval protocol
Target Value : ↑100%

4. Sustainability Issue : Gift-Related Corruption
Objective : Prevent corruption from gifts and hospitality
Measure : Number of reported gift-related violations
Target Value : ↓0

5. Sustainability Issue : Bribery Control Reviews
Objective : Strengthen monitoring of bribery risks
Measure : Number of bribery control audits conducted
Target Value : ↑1 year

6. Sustainability Issue : Commission Abuse Concerns
Objective : Eliminate misuse of commissions
Measure : Number of commission abuse incidents
Target Value : ↓0

7. Sustainability Issue : Anti-Corruption Screening
Objective : Ensure comprehensive screening of employees and vendors
Measure : % workforce and vendors screened
Target Value : ↑100%

8. Sustainability Issue : Alliance Corruption Exposure
Objective : Control corruption risks in partnerships and alliances
Measure : % of alliances assessed for corruption risks
Target Value : ↑100%

9. Sustainability Issue : Corruption via Conflicts
Objective : Prevent corruption through conflict of interest cases
Measure : Number of conflict of interest violations
Target Value : ↓0

10. Sustainability Issue : Anti-Corruption Evaluation
Objective : Continuously evaluate anti-corruption framework
Measure : Number of evaluations conducted annually
Target Value : ↑2

11. Sustainability Issue : Facilitation Payments
Objective : Eradicate facilitation payments in operations
Measure : Number of facilitation payment cases
Target Value : ↓0

12. Sustainability Issue : Unethical Licensing Practices
Objective : Ensure ethical licensing and permit approvals
Measure : % compliance with licensing protocols
Target Value : ↑100%

13. Sustainability Issue : Ethics Compliance Training
Objective : Increase employee awareness of anti-corruption practices
Measure : % of employees trained
Target Value : ↑100%

14. Sustainability Issue : Fraudulent Procurement Practices
Objective : Prevent fraud in procurement activities
Measure : Number of procurement fraud cases
Target Value : ↓0

15. Sustainability Issue : Misuse of Company Funds
Objective : Ensure transparent use of company resources
Measure : Number of fund misuse cases
Target Value : ↓0

16. Sustainability Issue : Trade Corruption Risks
Objective : Prevent corruption in trade and export/import activities
Measure : % compliance with trade anti-corruption policies
Target Value : ↑100%

8.0 Applicable Standards, Laws, and Acts

- International (as applicable)**:** FCPA (1977), UNCAC,
- OECD Guidelines for Multinational Enterprises,
- UNGC Principles, ISO 26000,
- GRI Standards.
- National **(India):** Prevention of Corruption Act,
- Companies Act (2013), Indian Penal Code,
- IT Act,
- Internal**:** YAPP INDIA Code of Conduct.
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9.0 Policy Distribution

This policy will be communicated to all employees, contractors, suppliers, and business partners through onboarding sessions, mandatory training programs, internal portals, newsletters, and supplier engagement initiatives. Employees must acknowledge understanding and acceptance of the policy. Physical copies are available at all operational sites, while digital versions are accessible via intranet and email. Suppliers and third parties are required to confirm compliance as part of contractual obligations. Periodic refresher sessions, awareness campaigns, and workshops will reinforce ethical conduct and anti-corruption measures. Communication will be in English and regional languages to ensure comprehension across all levels of the organization and all locations of operation.

10.0 Annual Review

The anti-corruption policy will be reviewed annually by the Ethics & Compliance Committee in collaboration with Internal Audit and Risk Management teams. The review assesses the effectiveness of due diligence procedures, whistleblower mechanisms, employee training, and compliance with national and international laws. Feedback from employees, suppliers, and third parties will be considered to enhance the policy. Updates will integrate changes in regulations, emerging industry risks, and lessons learned from reported cases. The results and updates will be communicated to the Board of Directors, ensuring continued management commitment. Continuous improvement will ensure effective mitigation of corruption risks across all operations.

11.0 Disciplinary Action for Policy Violators

Violations of the anti-corruption policy, including offering, accepting, or soliciting bribes, facilitation payments, or any unethical inducements, will result in strict disciplinary measures. Actions may include warnings, suspension, demotion, termination, contract cancellation, or legal action under applicable laws. Retaliation against whistle blowers is strictly prohibited and considered a serious violation. Employees, suppliers, and third parties found complicit in corrupt practices will face proportionate penalties. All investigations are conducted confidentially, impartially, and promptly. Disciplinary measures aim to reinforce ethical conduct, deter misconduct, and maintain stakeholder trust while ensuring compliance with local and international anti-corruption standards and ESG commitments.

12.0 Reporting Mechanism

YAPP INDIA provides secure and confidential reporting channels for employees, suppliers, and stakeholders to raise concerns about suspected corruption or bribery. Mechanisms include dedicated email addresses, and direct contact with the Compliance Officer. Reports can be submitted anonymously and are treated with strict confidentiality. The Ethics & Compliance Committee monitors all cases and ensures timely investigation.

Whistle blowers are protected against retaliation, and outcomes are communicated as appropriate while maintaining confidentiality. Periodic awareness campaigns reinforce the availability and importance of these channels, fostering a culture of transparency, accountability, and ethical decision-making throughout the organization.

13.0Conclusion

YAPP INDIA is committed to maintaining a culture of integrity, transparency, and accountability in all business operations. By implementing this anti-corruption policy, the company ensures compliance with national and international laws, protects stakeholder trust, and mitigates financial and reputational risks. The combination of risk-based due diligence, employee training, secure reporting channels, and disciplinary measures ensures effective prevention, detection, and response to corrupt practices. The policy reinforces ethical business conduct across the organization, encourages stakeholders to act responsibly, and demonstrates YAPP INDIA’s commitment to sustainable business practices aligned with ESG principles and global anti-corruption standards.

25. Data Protection Framework Policy

YAPP INDIA/SMS/POLICY- 25

1.0 Purpose

The purpose of this policy is to ensure the confidentiality, integrity, and availability of all information handled by YAPP INDIA, including third-party confidential information, intellectual property, employee and consumer personal identification data. The policy seeks to mitigate operational, legal, financial, and reputational risks arising from information security breaches while promoting a culture of data protection aligned with ESG principles.

2.0 Scope of Application

This policy applies to all employees, contractors, third-party service providers, and partners of YAPP INDIA involved in the collection, processing, storage, or transmission of sensitive information. It covers all business operations across manufacturing, assembly, R&D, sales, marketing, and administration, throughout India and all international operations where YAPP INDIA conducts business.

3.0 Governance

YAPP INDIA's **Board of Directors** oversees information security governance, supported by the and IT Security team. Governance includes the establishment, monitoring, and enforcement of security protocols, periodic reporting to senior management, and ensuring compliance with local, national, and international laws, regulations, and standards relevant to information security.

4.0 Definitions

- **Confidential Information:** Proprietary or private data belonging to employees, customers, business partners, or YAPP INDIA.
- **PII (**Personally **Identifiable Information):** Data that can identify a specific individual.
- Data **Breach:** Unauthorized access, disclosure, or loss of confidential information.
- Third**-party Data:** Any information received from external partners, suppliers, or stakeholders.

5.0 Roles and Responsibilities

- **CISO / IT Security Team:** Design, monitor, and maintain information security controls.
- **Department Heads:** Ensure departmental compliance and staff training.
- **Employees & Contractors:** Adhere to security protocols and report incidents.
- **Third-party Vendors:** Comply with contractual and regulatory data security requirements.

6.0 Data Protection Framework Policy

6.1 Breach Control Strategy

YAPP INDIA maintains a structured Incident Response Plan to manage information security breaches effectively. The IRP outlines procedures for rapid detection, containment, investigation, and resolution of breaches to minimize operational, financial, and reputational impacts. Roles and responsibilities are clearly defined, and communication protocols ensure that affected stakeholders are promptly informed. Lessons learned from incidents are integrated into preventive measures, security controls, and employee training programs. By implementing a proactive and structured response, YAPP INDIA demonstrates commitment to protecting third-party data, maintaining stakeholder trust, and fulfilling ESG responsibilities related to information security management.

6.2 Innovation Asset Protection

YAPP INDIA recognizes that the protection of intellectual property (IP) and third-party trade secrets is vital to business sustainability and ESG compliance. Proprietary designs, patents, formulas, and operational know-how are safeguarded through non-disclosure agreements, strict access control measures, and secure communication channels. Employees and contractors are trained on IP protection requirements, and third-party vendors are bound by contractual security obligations. Continuous monitoring ensures that unauthorized sharing, duplication, or disclosure of sensitive information is prevented. Protecting IP and trade secrets supports innovation, maintains stakeholder confidence, and upholds the company's legal and ESG commitments across all business operations.

6.3 Data Protection Reporting

YAPP INDIA provides a confidential whistle blower mechanism enabling employees, partners, and stakeholders to report information security issues without fear of retaliation. The procedure guarantees confidentiality, non-retaliation, and secure reporting via dedicated channels such as internal email, third-party hotlines, or designated contact persons. All reports are logged, investigated promptly, and appropriate corrective actions are taken. The system encourages transparency and early detection of security vulnerabilities while fostering trust among employees and stakeholders. This whistle blower framework reinforces the company's ESG commitment to responsible information management, ethical conduct, and the protection of sensitive data from misuse or breaches.

6.4 External Data Security

YAPP INDIA is committed to preventing unauthorized access to sensitive third-party information, including employee, customer, and business partner data. We implement strict access controls, multifactor authentication, and role-based permissions to ensure that only authorized personnel can access confidential data. All systems and applications handling third-party data are monitored continuously, and security audits are conducted regularly.

Employees are trained on the importance of data confidentiality, and access is granted strictly on a need-to-know basis. These measures help protect the integrity, confidentiality, and trust of all stakeholders while ensuring compliance with relevant laws and ESG principles.

6.5 Third-Party Data Security Risk

YAPP INDIA recognizes that third-party partners, suppliers, and service providers can pose significant information security risks. To mitigate these, the company implements rigorous vendor assessment procedures, including security audits, contractual obligations, and compliance monitoring. Only third parties that demonstrate adherence to information security policies and ESG principles are engaged. Continuous monitoring, incident reporting, and corrective measures are enforced to prevent breaches originating from external partners. These actions safeguard sensitive business, customer, and employee information while promoting responsible data handling practices across the supply chain. Protecting third-party data reinforces trust, legal compliance, and the company's ESG commitments.

6.6 Privacy Consent Framework

YAPP INDIA ensures that all stakeholders, including customers, employees, and business partners, are informed and consulted about the collection, processing, sharing, and retention of their confidential information. The company communicates the type of data collected, its purpose, potential sharing with third parties, and retention duration. Explicit consent is obtained where required, and stakeholders are provided with mechanisms to withdraw or modify consent. Policies and training reinforce responsible handling of data. This approach aligns with ESG principles, promoting transparency, trust, and compliance with legal requirements while safeguarding the rights and expectations of all stakeholders regarding their personal and proprietary information.

6.7 Employee Security Awareness

YAPP INDIA is committed to equipping all employees with the knowledge and skills necessary to manage information securely. Regular training programs are conducted, including slide decks, interactive sessions, progress tracking reports, and certificates of completion. Training covers secure data handling, password management, phishing awareness, regulatory compliance, and ESG-aligned practices. Employees are assessed periodically to ensure comprehension and retention of material. Continuous improvement ensures training content is updated to address emerging threats and regulatory changes. This approach cultivates a strong culture of information security awareness across the organization, reducing the risk of accidental or intentional breaches.

6.8 Improper Handling of Consumer PII

YAPP INDIA ensures that all employee personal identifiable information (PII) is securely collected, processed, stored, and transmitted in compliance with national and international data protection regulations. Access to employee data is strictly controlled and limited to authorized personnel. Encryption, secure servers, and controlled access points safeguard sensitive information.

Employees are informed of their privacy rights and responsibilities, and training programs emphasize proper handling of personal data. Any misuse or mishandling is treated seriously with appropriate corrective actions. By adhering to ESG principles, YAPP INDIA protects employee privacy, maintains trust, and reduces the risk of regulatory violations and reputational harm.

6.9 Digital Risk Review

YAPP INDIA conducts periodic information security risk assessments across all operations to identify, evaluate, and prioritize potential vulnerabilities. Risk assessments include detailed descriptions of identified risks and associated business impacts, enabling the development of corrective action plans. Reviews are conducted regularly to monitor emerging threats, evaluate the effectiveness of controls, and adjust risk mitigation strategies as needed. Risk assessments encompass technical, operational, and organizational aspects, ensuring a comprehensive approach to information security management. These assessments enable the company to allocate resources effectively, strengthen preventive measures, and align operational practices with ESG principles and regulatory compliance requirements.

6.10 Staff Security Education

Effective information security depends on the knowledge and vigilance of all employees. YAPP INDIA conducts regular mandatory training and awareness programs to educate employees on secure data handling, privacy laws, cyber risks, and ESG-aligned information security practices. Training includes simulated exercises, policy briefings, and updates on emerging threats. Employees are evaluated on their understanding and adherence to security protocols. Awareness programs foster a culture of responsibility, accountability, and proactive risk mitigation. By strengthening employee capabilities, YAPP INDIA ensures proper handling of sensitive data, prevents security breaches, and reinforces ESG principles that protect stakeholders' confidential information and the company's reputation.

6.11 External Information Security

YAPP INDIA enforces strict internal controls to prevent unauthorized access to third-party data, both digitally and physically. Access to confidential information is limited to authorized personnel, supported by encryption, multi-factor authentication, secure storage systems, and regular access reviews. Physical access to data storage areas is controlled and monitored. Policies, training, and audits reinforce adherence to these measures. Third-party partners and contractors are required to comply with similar security protocols. These safeguards protect data integrity and confidentiality, reduce the risk of breaches, and uphold the company's ESG commitments to responsible data management and the protection of stakeholder information.

6.12 Cybersecurity Law Conformance

YAPP INDIA is dedicated to full compliance with applicable national and international information security regulations, including ISO 27001, local data protection laws, and principles outlined by the UN Global Compact and OECD guidelines as applicable.

Regular audits, monitoring, and reporting ensure that all operations meet statutory and regulatory requirements. Policies, processes, and controls are continuously reviewed and updated to address evolving legal frameworks and industry best practices. Employees and third-party vendors are educated about regulatory obligations. Compliance management mitigates legal risks, reduces exposure to fines, and demonstrates the company's ESG commitment to responsible and ethical management of confidential and sensitive information

6.13 Information Retention Policy

YAPP INDIA implements a formal records retention schedule specifying retention periods for each type of third-party and internal data. The schedule aligns with legal, regulatory, and ESG requirements and ensures systematic archiving, retrieval, and secure disposal of sensitive information. By maintaining clear retention policies, the company mitigates the risk of data loss, unauthorized access, or accidental destruction of critical records. Employees are trained to follow retention procedures, and audits verify compliance with the schedule. This structured approach supports operational efficiency, regulatory compliance, and ESG principles of responsible information management, confidentiality, and transparency in handling sensitive data.

6.14 Information Security Due-Diligence

The program involves collecting data on the third parties' information security practices, assessing risk levels, and benchmarking performance against industry standards. Due diligence ensures that third parties comply with contractual obligations and the company's ESG and security requirements. Continuous monitoring and verification mechanisms are in place to prevent incidents arising from third-party systems. The program emphasizes transparency, accountability, and proactive mitigation of potential risks associated with external partners handling sensitive information.

6.15 Digital Threat Protection

To mitigate the risk of data breaches and cyberattacks, YAPP INDIA maintains a comprehensive cybersecurity framework. This includes regular vulnerability assessments, intrusion detection systems, firewalls, endpoint protections, and timely software updates. We implement incident response procedures to quickly identify, contain, and remediate any security threats, minimizing potential operational, financial, or reputational impacts. Employees are trained to recognize phishing, malware, and other cyber threats. Continuous monitoring, periodic audits, and review of security protocols ensure resilience against evolving cyber risks. These efforts safeguard critical business information and uphold the company's ESG commitment to responsible data management.

6.16 Security Control Audits

YAPP INDIA performs regular audits of internal control procedures to evaluate the effectiveness of information security measures. Internal and external audits cover the scope of operations, identify accountable individuals or entities, and perform retrospective reviews of existing systems.

Audits verify compliance with company policies, ESG commitments, and applicable legal requirements. Findings are documented, communicated to relevant management, and used to implement corrective actions. By continuously monitoring and testing control procedures, the company strengthens its information security posture, minimizes risk exposure, and ensures that protective measures remain effective in safeguarding third-party and organizational data.

7.0 ESG Objectives

1. Sustainability Issue : Breach Control Strategy
Objective : Strengthen internal systems to reduce risk of security breaches
Measure : Number of breach incidents (count)
Target Value : ↓ 0

2. Sustainability Issue : Innovation Asset Protection
Objective : Safeguard proprietary technologies and intellectual assets
Measure : % of innovation assets covered under IP/security safeguards
Target Value : ↑ 100%

3. Sustainability Issue : Data Protection Reporting
Objective : Enhance transparency in data protection incident reporting
Measure : % of reported data protection incidents resolved within 30 days
Target Value : ↑ 95%

4. Sustainability Issue : External Data Security
Objective : Ensure protection of data transferred outside the company
Measure : % compliance with external data security protocols
Target Value : ↑ 100%

5. Sustainability Issue : Third-Party Data Security Risk
Objective : Mitigate data risks from vendors and partners
Measure : % of third-party contracts with data security clauses
Target Value : ↑ 80%

6. Sustainability Issue : Privacy Consent Framework
Objective : Strengthen customer and employee privacy protections
Measure : % of data records with documented consent
Target Value : ↑ 90%

7. Sustainability Issue : Employee Security Awareness
Objective : Build staff awareness on data security protocols
Measure : % of employees trained annually
Target Value : ↑ 100%

8. Sustainability Issue : Improper Handling of Consumer PII
Objective : Reduce risk of mishandling personal information
Measure : Number of PII handling violations (count)
Target Value : ↓ 0

9. Sustainability Issue : Digital Risk Review
Objective : Regularly monitor and assess cyber risk landscape
Measure : Number of digital risk reviews conducted annually
Target Value : ↑ 2

10. Sustainability Issue : Staff Security Education
Objective : Enhance digital security knowledge across workforce
Measure : % employees completing cybersecurity training
Target Value : ↑ 100%

11. Sustainability Issue : External Information Security
Objective : Secure cross-border and shared digital information
Measure : % of secured external information transfers
Target Value : ↑ 80%

12. Sustainability Issue : Cybersecurity Law Conformance
Objective : Ensure compliance with national and international laws
Measure : % of compliance with data/cybersecurity laws
Target Value : ↑ 75%

13. Sustainability Issue : Information Retention Policy
Objective : Enforce safe retention and deletion of data
Measure : % compliance with retention and disposal schedule
Target Value : ↑ 70%

14. Sustainability Issue : Information Security Due-Diligence
Objective : Conduct due diligence for all critical operations
Measure : % of due diligence checks completed annually
Target Value : ↑ 100%

15. Sustainability Issue : Digital Threat Protection
Objective : Proactively prevent malware and cyber threats
Measure : Number of major cyber threat incidents (count)
Target Value : ↓ 0

16. Sustainability Issue : Security Control Audits
Objective : Ensure regular audits of security controls and frameworks
Measure : Number of internal security audits conducted annually
Target Value : ↑ 1 year

8.0 Applicable Standards, Laws, Acts

- ISO/IEC 27001: Information Security Management
- ISO 26000: Social Responsibility Guidance
- GRI (Global Reporting Initiative) Standards
- UNGC (10 Principles) & OECD Guidelines
- Foreign Corrupt Practices Act, 1977
- Local Indian Data Protection laws and regulations

9.0 Policy Distribution

This policy will be distributed to all employees, contractors, and relevant third-party partners via email, intranet, and onboarding manuals. Training sessions, awareness programs, and policy briefings will ensure understanding of responsibilities and legal obligations. Hard copies will be available in HR and IT departments. Annual acknowledgment of understanding will be mandatory for all staff and third parties with access to confidential information. Updates to the policy will be communicated promptly through internal newsletters and secure digital platforms, ensuring all stakeholders maintain awareness of changes and adhere to best practices in information security.

10.0 Annual Review

The Information Security ESG Policy will be reviewed annually by the CISO and the ESG Committee to ensure alignment with evolving regulatory requirements, industry best practices, and technological advancements. The review process includes assessing policy effectiveness, identifying emerging risks, monitoring compliance levels, analyzing security incidents, and evaluating training program impact. Findings and recommended updates will be submitted to senior management for approval. Updates will be communicated to all employees and third parties. Continuous improvement principles will guide the process to strengthen YAPP INDIA's information security culture, minimize risks, and uphold the company's ESG commitments.

11.0 Disciplinary Action for Policy Violators

Any employee, contractor, or third-party partner found violating this policy may face disciplinary measures ranging from retraining, formal warnings, suspension, or termination, depending on the severity of the breach. Violations compromising third-party or proprietary information will trigger immediate incident investigation, notification of affected stakeholders, and potential legal action. Disciplinary actions will be documented and reported to senior management.

Repeat or severe violations may result in civil or criminal proceedings under applicable laws. All measures aim to maintain accountability, reinforce information security culture, and safeguard YAPP INDIA's operational integrity and ESG commitments.

12.0 Reporting Mechanism

Employees and third parties must promptly report any suspected or actual information security breaches through a secure, confidential reporting channel. This includes direct notification to the CISO, ESG Committee, or designated email. All reported incidents will be logged, investigated, and escalated as necessary, including informing affected stakeholders and regulatory authorities if required. The reporting mechanism encourages transparency, early intervention, and continuous improvement. No employee or partner will face retaliation for good-faith reporting. Incident resolution, lessons learned, and preventive measures will be documented to strengthen information security management and meet compliance obligations under applicable national and international laws and standards.

13.0 Conclusion

YAPP INDIA is committed to integrating robust information security practices as a core component of its ESG framework. Protecting third-party, employee, and organizational data is critical to maintaining stakeholder trust, legal compliance, and operational resilience. Through comprehensive policies, employee training, risk assessments, governance oversight, and continuous improvement, YAPP INDIA ensures the confidentiality, integrity, and availability of sensitive information. By adopting global best practices and adhering to national and international regulations, the company mitigates potential financial, operational, and reputational risks while demonstrating leadership in sustainable and responsible business operations.

26. Preventing Harassment at Work Policy

YAPP INDIA/SMS/POLICY- 26

1.0 Purpose

The purpose of this Anti-Harassment Policy is to promote a respectful, safe, and inclusive workplace free from harassment, bullying, or discrimination of any kind. This policy ensures compliance with national and international human rights standards while protecting the dignity, equality, and well-being of all employees, contractors, customers, and external stakeholders.

2.0 Scope of Application

This policy applies to all employees, contract staff, vendors, suppliers, and business partners engaged with YAPP INDIA across all facilities, operations, and geographical areas where the company operates. It covers manufacturing units, offices, fieldwork, customer interactions, and supply chain partnerships.

3.0 Governance

The Anti-Harassment Policy is governed by YAPP INDIA's Board-level ESG & Ethics Committee, which oversees compliance, sets annual targets, and ensures accountability. The Human Resources Department, in coordination with the Ethics & Compliance Office, is responsible for daily implementation, monitoring, and grievance redressal.

4.0 Definition of Terms

- **Harassment:** Unwelcome conduct, verbal or physical, that violates dignity or creates an intimidating,
- **Sexual Harassment:** Any unwelcome sexual advances, requests, or conduct of a sexual nature.
- **Bullying:** Persistent abusive behavior that undermines individual well-being.
- **Discrimination:** Unfair treatment based on gender, caste, race, religion, disability, or any protected characteristic.

5. Roles and Responsibilities

- **Management:** Ensure policy implementation, lead by example, provide training, and support
- **Employees:** Treat all individuals with respect, refrain from harassment, and report any violations.
- **HR & Compliance Officers:** Maintain reporting channels, investigate complaints, and enforce
- **Suppliers/Contractors:** Adhere to the company's anti-harassment standards.

6.0 Preventing Harassment at Work Policy

6.1 Zero Tolerance Policy

YAPP INDIA strictly prohibits all forms of gender-based harassment and bias, reaffirming its commitment to equality and inclusivity in the workplace. The company fosters a culture of dignity, respect, and fairness where opportunities are based solely on merit and capability. Gender sensitivity training programs are conducted to build awareness, eliminate stereotypes, and ensure respectful interactions at all levels. A robust grievance redressal mechanism is available to employees who may face such challenges, ensuring timely resolution and accountability. Through proactive initiatives and continuous monitoring, YAPP INDIA strives to create a safe, inclusive, and gender-balanced work environment for all employees.

6.2 Sexual Harassment

YAPP INDIA maintains a zero-tolerance policy toward sexual harassment in the workplace. Any act of inappropriate behavior, harassment, or misconduct of a sexual nature is strictly prohibited and will be addressed with the utmost seriousness. The Internal Complaints Committees (ICC), formed in compliance with the POSH Act, ensure that all cases are handled with confidentiality, sensitivity, and fairness. Awareness programs and workshops are regularly conducted to empower employees with knowledge of their rights and reporting channels. By enforcing strict disciplinary measures and offering robust preventive mechanisms, YAPP INDIA ensures a safe, respectful, and empowering environment for all employees.

6.3 Safe Work Environment

Bullying, intimidation, or verbal abuse has no place at YAPP INDIA. The company upholds a respectful workplace culture where dignity and fairness are fundamental values. Employees are encouraged to raise concerns without fear through secure and anonymous reporting mechanisms. Managers and HR teams are trained to recognize and intervene in cases of workplace bullying swiftly. Awareness programs reinforce the importance of empathy and positive workplace conduct. By actively discouraging hostile behavior and implementing corrective actions promptly, YAPP INDIA creates an environment where employees can thrive in safety, mutual respect, and trust, ensuring productive and collaborative work relationships across teams.

6.4 Respecting All Differences

YAPP INDIA strictly prohibits discrimination in any form, whether based on caste, race, religion, ethnicity, gender, sexual orientation, or disability. All recruitment, promotions, and career opportunities are determined on merit, skills, and capability, ensuring fair and equal treatment for all employees. The company promotes Diversity, Equity, and Inclusion (DEI) practices, ensuring diverse representation across departments.

Awareness and sensitization programs are conducted regularly to eliminate conscious and unconscious bias. A grievance mechanism is in place to address any reported discriminatory incidents. YAPP INDIA remains committed to fostering a fair, respectful, and inclusive workplace where differences are valued and celebrated.

6.5 Whistle blower Protection Policy

YAPP INDIA guarantees complete protection against retaliation for employees who raise concerns or report misconduct in good faith. Retaliation, whether in the form of intimidation, discrimination, or unfair treatment, will not be tolerated under any circumstances. A strict non-retaliation policy ensures that whistle blowers can share grievances, ethical violations, or harassment concerns without fear of adverse consequences. Awareness initiatives and leadership accountability further reinforce this principle. Violations of the non-retaliation commitment will invite disciplinary action against the offender. By creating a transparent, safe, and open reporting environment, YAPP INDIA encourages employees to speak up and contribute to an ethical workplace.

6.6 Contractor Respect Standards

YAPP INDIA extends its anti-harassment policies to all contractors, vendors, and suppliers engaged with the organization. Any form of harassment by third parties is unacceptable and will be treated as a violation of company values. Supplier contracts include explicit anti-harassment clauses, ensuring compliance with ethical workplace practices. Training and communication programs are extended to contractors where relevant, reinforcing awareness and accountability. Non-compliant third parties may face audits, warnings, or termination of business relationships. By embedding anti-harassment expectations into supply chain operations, YAPP INDIA ensures that every person connected with its ecosystem is treated with dignity and respect.

6.7 Safe Online Environment

YAPP INDIA acknowledges that workplace harassment may also occur in digital environments. Cyberbullying, offensive messaging, inappropriate emails, or misuse of digital platforms are considered serious violations of workplace ethics. The company enforces clear IT usage policies that mandate professional and respectful digital communication. Training programs and cyber-safety awareness sessions equip employees with the knowledge to identify, prevent, and report such incidents. All digital harassment cases are investigated confidentially and dealt with firmly. YAPP INDIA is committed to providing a safe online work environment where digital interactions reflect the same standards of respect and professionalism as physical workplaces.

6.8 Power with Integrity

YAPP INDIA prohibits any misuse of power or authority by managers, supervisors, or senior staff to harass, intimidate, or exploit employees. Leadership positions come with the responsibility to uphold fairness, transparency, and ethical conduct.

Employees are encouraged to report incidents where authority has been misused, and such complaints are addressed through impartial reviews. Leadership development programs emphasize empathy, ethical decision-making, and inclusive management practices. By holding leaders accountable for their behavior and tying ethical conduct to performance evaluations, YAPP INDIA ensures that power is exercised responsibly, fostering trust, fairness, and professional respect across all levels of the organization.

6.9 Equal Respect Policy

YAPP INDIA ensures that protections against harassment extend equally to contractual, temporary, and third-party staff. All employees, regardless of employment status, have equal access to grievance redressal systems and reporting mechanisms. Training programs, awareness sessions, and workplace guidelines include temporary staff to ensure inclusivity. Supervisors and HR are accountable for ensuring fair treatment and dignity for non-permanent employees. Any harassment incident involving contractual staff is investigated with the same rigor as regular employee cases. YAPP INDIA is committed to ensuring a consistent, respectful, and safe workplace culture for everyone contributing to its operations, regardless of employment type.

6.10 Cross-Cultural Harassment

YAPP INDIA values cultural diversity and strictly prohibits harassment or insensitivity based on nationality, ethnicity, or cultural background. Every employee is expected to demonstrate respect and sensitivity toward different cultures and practices. Cross-cultural awareness and inclusivity programs are conducted to promote understanding, reduce bias, and foster harmony in diverse teams. The grievance mechanism allows employees to report cultural harassment concerns, ensuring fair investigation and resolution. By actively promoting cultural respect, YAPP INDIA builds an inclusive workplace where differences are embraced, and employees feel valued regardless of their cultural background, enabling a truly global and collaborative work environment.

6.11 Responsible Supply Chains

YAPP INDIA recognizes its responsibility to extend anti-harassment protections beyond the workplace to communities connected to its supply chain. Suppliers and partners are expected to uphold strict codes of conduct, ensuring safe and respectful environments for all stakeholders. Community grievance channels are maintained to address concerns arising from supply chain operations. YAPP INDIA actively monitors and audits compliance, taking corrective actions where violations occur. Community engagement programs also strengthen awareness of anti-harassment practices. By embedding respect, fairness, and accountability into supply chain relationships, YAPP INDIA ensures that its operations positively impact not only employees but also external communities.

6.12 Harassment During Recruitment

YAPP INDIA upholds fairness, transparency, and respect throughout the recruitment process. Any form of harassment, coercion, or inappropriate behavior during hiring is strictly prohibited. Interviews and assessments are conducted professionally, ensuring candidates are treated with dignity at every stage. Hiring managers undergo training to maintain ethical recruitment practices and avoid bias. Candidates are provided with clear information regarding processes, policies, and their rights. A confidential grievance mechanism is available for candidates to report misconduct during recruitment. By enforcing fairness and respect from the very first interaction, YAPP INDIA ensures trust and inclusivity in its talent acquisition practices.

6.13 Inclusive Workplace Culture

YAPP INDIA is committed to providing a safe and inclusive environment for women working in male-dominated areas such as manufacturing units. Protective measures include POSH compliance, safe sanitation facilities, secure transport, and continuous gender-sensitization training. Supervisors are responsible for ensuring respectful conduct in production floors and shop floors. Female employees are encouraged to report grievances with assurance of confidentiality and fairness. By addressing workplace challenges specific to women in operational roles, YAPP INDIA promotes equal participation, empowerment, and gender inclusivity. The company strives to build an environment where women feel respected, valued, and safe across all work domains.

6.14 Dignity Beyond Words

YAPP INDIA recognizes that language differences can sometimes result in exclusion, bias, or harassment. To address this, the company promotes multilingual inclusivity and respectful communication practices. Training materials, key policies, and workplace guidelines are translated into regional languages to ensure accessibility for all employees. Sensitization programs encourage patience, understanding, and collaboration among teams with diverse language backgrounds. Employees are assured equal respect regardless of their linguistic abilities. A reporting mechanism addresses language-related grievances promptly. By fostering inclusive communication practices, YAPP INDIA ensures that all employees feel valued, respected, and empowered, regardless of language proficiency or background.

6.15 Diversity with Dignity

YAPP INDIA fosters an inclusive, safe, and respectful environment for LGBTQ+ employees. The company strictly prohibits harassment, discrimination, or exclusion based on sexual orientation, gender identity, or expression. Diversity and inclusion programs raise awareness, challenge stereotypes, and promote acceptance across the workforce. Policies ensure equal access to opportunities, benefits, and protections for LGBTQ+ employees. Confidential grievance mechanisms enable employees to report harassment without fear.

Through proactive initiatives, awareness campaigns, and leadership accountability, YAPP INDIA affirms its commitment to LGBTQ+ inclusion. The company seeks to build a workplace where every individual is valued and respected, irrespective of their identity.

7.0 ESG Objectives

1. Sustainability Issue : Zero Tolerance Policy
Objective : Ensure no tolerance for harassment of any kind
Measure : % of reported harassment cases resolved
Target Value : 100% ⬆

2. Sustainability Issue : Sexual Harassment
Objective : Eliminate workplace sexual harassment incidents
Measure : Number of reported incidents
Target Value : 0 ⬇

3. Sustainability Issue : Safe Work Environment
Objective : Promote a safe and respectful workplace for all employees
Measure : % of employees feeling safe at work (survey)
Target Value : 100% ⬆

4. Sustainability Issue : Respecting All Differences
Objective : Foster inclusion by respecting cultural, personal,
Measure : % participation in DEI awareness sessions
Target Value : 100% ⬆

5. Sustainability Issue : Whistle blower Protection Policy
Objective : Ensure employees feel protected when reporting harassment
Measure : % of whistle blower complaints addressed confidentially
Target Value : 100% ⬆

6. Sustainability Issue : Contractor Respect Standards
Objective : Extend anti-harassment commitments to contractors
Measure : % of contractor contracts with anti-harassment clause
Target Value : 100% ⬆

7. Sustainability Issue : Safe Online Environment
Objective : Prevent online or digital harassment
Measure : Number of digital harassment complaints
Target Value : 0 ⬇

8. Sustainability Issue : Power with Integrity
Objective : Prevent misuse of authority or position for harassment
Measure : % of managers trained on ethical leadership
Target Value : 100% ↑

9. Sustainability Issue : Equal Respect Policy
Objective : Promote equal respect across all job roles and genders
Measure : % employees trained on respect-based behavior
Target Value : 100% ↑

10. Sustainability Issue : Cross-Cultural Harassment
Objective : Prevent harassment arising from language, culture, or ethnicity
Measure : % of cross-cultural training completion
Target Value : 100% ↑

11. Sustainability Issue : Responsible Supply Chains
Objective : Ensure suppliers adhere to anti-harassment standards
Measure : % suppliers evaluated for anti-harassment compliance
Target Value : 65% ↑

12. Sustainability Issue : Harassment During Recruitment
Objective : Prevent harassment or bias in recruitment practices
Measure : % of recruiters trained on anti-bias recruitment
Target Value : 100% ↑

13. Sustainability Issue : Inclusive Workplace Culture
Objective : Strengthen inclusivity in workplace practices
Measure : % of employees participating in inclusivity initiatives
Target Value : 85% ↑

14. Sustainability Issue : Dignity Beyond Words
Objective : Uphold dignity in daily workplace interactions
Measure : % of employees acknowledging dignity in workplace surveys
Target Value : 80% ↑

15. Sustainability Issue : Diversity with Dignity
Objective : Promote dignity in diversity hiring and retention
Measure : % of diverse hires retained beyond one year
Target Value : 70% ↑

8.0 Applicable Standards, Laws, and Acts

- Universal Declaration of Human Rights
- ILO Fundamental Conventions
- UN Global Compact (Principles 1, 2, 6)
- OECD Guidelines for Multinational Enterprises
- ISO 26000: Guidance on Social Responsibility
- GRI Standards (GRI 403, GRI 406)
- OHSAS 18001 (Occupational Health and Safety)
- **India-specific laws:** POSH Act (Prevention of Sexual Harassment Act, 2013), Equal Remuneration Act, 1976, Indian Penal Code provisions on harassment

9.0 Policy Distribution

This policy will be distributed to all employees, suppliers, and business partners through induction programs, training workshops, internal portals, vendor contracts, and employee handbooks. The policy will be available in English and local languages to ensure accessibility. Posters summarizing reporting mechanisms will be displayed across manufacturing sites, offices, and common areas. Suppliers will be contractually required to adopt anti-harassment measures aligned with this policy. Regular communication through newsletters, emails, and awareness sessions will reinforce the importance of maintaining a harassment-free workplace.

10.0 Annual Review

The Anti-Harassment Policy will be reviewed annually by the ESG & Ethics Committee, in consultation with HR and external legal experts. The review will evaluate policy effectiveness, grievance resolution efficiency, training participation rates, and incident trends. Employee and stakeholder feedback will be incorporated to ensure continuous improvement. If gaps are identified, corrective actions will be implemented, and timelines established. Policy updates will be communicated promptly to all employees and external stakeholders through workshops, official communication channels, and digital platforms.

11.0 Disciplinary Action for Policy Violators

Violations of this policy will result in strict disciplinary actions, depending on the severity of the offense. Actions may include verbal or written warnings, suspension, mandatory counseling, demotion, or termination of employment. For contractors, vendors, or business partners, violations may lead to suspension of contracts, blacklisting, or legal proceedings. Harassment cases involving criminal offenses will be reported to relevant authorities in accordance with Indian law. No tolerance will be exercised for retaliation against individuals who report harassment. The company will ensure proportionality, fairness, and confidentiality during disciplinary processes.

12.0 Reporting Mechanism

Employees and stakeholders can report harassment incidents through multiple channels: HR desk, anonymous digital whistle blower platform, or directly to the Internal Complaints Committee (ICC). Reports may be filed verbally, in writing, or electronically. Accessibility is ensured by providing reporting avenues in multiple languages. All complaints will be handled confidentially and investigated promptly by trained professionals. Non-retaliation is guaranteed to protect complainants from reprisals. Updates on complaint resolution will be shared with the complainant. Suppliers and contractors will also be encouraged to use the reporting system to highlight grievances.

13.0 Conclusion

YAPP INDIA is committed to fostering a harassment-free workplace where all individuals are treated with dignity, fairness, and respect. By adopting global standards, ensuring compliance with national regulations, and maintaining transparent grievance mechanisms, the company upholds its ESG commitments and human rights obligations. This policy reflects our zero-tolerance stance towards harassment and our pledge to create an inclusive and safe environment for employees, customers, suppliers, and communities.

27. Combating Fraudulent Practices Policy

YAPP INDIA/SMS/POLICY- 27

1.0 Purpose

The purpose of this policy is to establish a clear framework for preventing, detecting, and addressing fraud in YAPP INDIA's operations. It ensures ethical conduct, protects stakeholders' trust, and upholds compliance with global and national anti-fraud standards, thereby promoting long-term sustainable growth and ESG integration.

2.0 Scope of Application

This policy applies to all employees, management, contractors, suppliers, consultants, and third-party partners engaged with YAPP INDIA. It covers all business areas including procurement, production, sales, finance, HR, and logistics. The policy is applicable to all YAPP INDIA operations in India and extends to international operations, suppliers, and partners.

3.0 Governance

Fraud risk governance is overseen by the Board of Directors and the ESG & Compliance Committee. Management ensures implementation of fraud prevention controls, monitoring, and reporting. Independent audits and whistleblowing mechanisms are in place to maintain transparency. Governance aligns with international standards such as FCPA, UNCAC, OECD, UNGC, ISO 26000, and GRI as applicable.

4.0 Definition of Terms

- **Fraud**: Any intentional act of deception for personal or corporate gain, including falsification of records, misrepresentation, bribery, corruption, or asset misappropriation.
- **Bribery**: Offering or receiving anything of value to influence decision-making.
- **Conflict of Interest**: A situation where personal interest compromises organizational interest.
- **Whistleblowing**: Reporting fraudulent or unethical activities through confidential mechanisms.

5.0 Roles and Responsibilities

- **Management**: Implementation of fraud prevention controls, training, and reporting.
- **Employees**: Adherence to ethical practices, reporting of suspected fraud.
- **Suppliers/Partners**: Compliance with anti-fraud requirements in contracts.
- **Internal Audit**: Monitoring, review, and independent assurance on fraud risks.

6.0 Combating Fraudulent Practices Policy

6.1 Procurement Fraud

YAPP INDIA is committed to maintaining fairness and transparency in all procurement processes. Any practice of collusion, bid-rigging, invoice falsification, or favoritism is strictly prohibited. Supplier selection is conducted on merit, quality, cost efficiency, ESG performance, and legal compliance. All procurement activities are subject to segregation of duties, vendor due diligence, and regular audits. Employees and suppliers are required to declare conflicts of interest, ensuring decisions are based solely on organizational benefit. By implementing transparent processes, YAPP INDIA builds trust, prevents fraudulent practices, and upholds ethical standards across its supply chain while ensuring compliance with national and international laws as applicable.

6.2 Financial Reporting Fraud

YAPP INDIA ensures that all financial reporting is accurate, timely, and compliant with the Indian Companies Act, and international reporting frameworks such as GRI as applicable. The manipulation of accounts, concealment of liabilities, or misstatement of financial data is strictly prohibited. Independent external and internal audits, cross-verification mechanisms, and whistleblowing channels are established to detect and prevent financial fraud. Employees are required to maintain integrity in financial transactions, while management holds accountability for transparent disclosures. By ensuring accuracy in financial reporting, YAPP INDIA safeguards investor confidence, meets regulatory obligations, and contributes to a culture of accountability and trust.

6.3 Asset Misappropriation

YAPP INDIA strictly prohibits theft, misuse, or unauthorized use of company assets, including physical property, cash, equipment, and intellectual resources. Effective internal controls, asset tracking systems, and periodic stock audits are implemented to safeguard resources. Employees are responsible for using assets solely for business purposes and are held accountable for their proper management. Management is responsible for ensuring periodic monitoring and independent verification of assets. Any suspected case of asset misappropriation will be investigated immediately and subject to disciplinary or legal action. Protecting assets helps preserve shareholder value, ensures operational efficiency, and sustains long-term organizational stability.

6.4 Bribery and Corruption

YAPP INDIA enforces a strict zero-tolerance policy towards bribery and corruption in all forms. No employee, supplier, or contractor may offer, solicit, or accept bribes, kickbacks, or illegal incentives for personal or business gain. All decisions must comply with FCPA, UNCAC, Indian Prevention of Corruption Act, and OECD guidelines as applicable. Training programs are conducted to build awareness among employees and partners regarding anti-bribery compliance.

Any violation will result in disciplinary or legal action. By committing to anti-corruption principles, YAPP INDIA promotes a transparent culture that safeguards reputation, enhances stakeholder trust, and ensures sustainable growth across its value chain.

6.5 Conflict of Interest Fraud

YAPP INDIA requires all employees, managers, and board members to avoid situations where personal interests conflict with company interests. Employees must declare any financial, personal, or familial relationships that could influence procurement, recruitment, or decision-making processes. Strict oversight mechanisms prevent preferential treatment or biased decisions. Confidential reporting mechanisms are available to disclose potential conflicts without fear of retaliation. By proactively identifying and managing conflicts of interest, YAPP INDIA ensures transparency, accountability, and fairness in business operations. This policy safeguards against fraudulent practices that undermine company values, preserves impartial decision-making, and fosters trust between the company and stakeholders.

6.6 Ethical Payroll Standards

YAPP INDIA prohibits fraudulent payroll activities such as creation of ghost employees, falsified overtime claims, or misrepresented wage records. Payroll processing undergoes multi-level verification by HR, Finance, and Internal Audit to ensure integrity. Employees must accurately record work hours, and supervisors are responsible for review and approval. Random audits and cross-verification are conducted to detect irregularities. Violations will result in strict disciplinary action, including termination or legal proceedings. By maintaining transparent payroll systems, YAPP INDIA protects employee rights, prevents financial loss, and reinforces fairness. This policy safeguards ethical operations, ensuring trust among employees and compliance with labor laws.

6.7 Supplier Collusion

YAPP INDIA maintains a competitive, transparent, and ethical supplier environment. Supplier collusion such as price-fixing, market manipulation, or bid-rigging is strictly prohibited. Vendors must comply with fair-trade practices, and all contracts undergo rigorous due diligence and approval processes. Supplier performance is monitored regularly, and vendor rotations prevent long-term monopolies. Any evidence of collusion will result in contract termination and possible blacklisting. By enforcing supplier accountability, YAPP INDIA ensures cost efficiency, quality standards, and ESG compliance in its procurement chain. This policy strengthens fair competition, builds ethical supplier relationships, and protects the company from financial and reputational risks.

6.8 Transparent Expense Practices

Employees of YAPP INDIA must submit genuine and verifiable expense claims with proper documentation. Any fabricated, exaggerated, or duplicate claims will be considered fraudulent and subject to investigation.

Expense claims are reviewed and approved by supervisors and Finance teams, with random checks and audits performed to identify irregularities. Strict adherence to expense policies is mandatory, and employees are regularly trained on ethical conduct in financial claims. Violations result in disciplinary action, including recovery of funds and potential termination. This policy ensures fairness, protects company finances, and strengthens a culture of honesty, accountability, and responsible expense management.

6.9 Fraudulent Customer Transactions

YAPP INDIA prohibits fraudulent practices involving customer transactions, including fake sales, revenue inflation, false contracts, or unauthorized account adjustments. All sales and billing processes are subject to compliance checks and verification by internal teams. Customer contracts must be legally binding and accurately recorded. Any irregularities will be immediately investigated and corrective measures implemented. Transparent communication with customers is maintained to prevent misrepresentation. By committing to ethical customer transactions, YAPP INDIA protects consumer trust, ensures compliance with regulations, and maintains brand integrity. Fraud-free business practices contribute to long-term customer relationships and support sustainable financial performance.

6.10 Cybersecurity Integrity Policy

YAPP INDIA recognizes cyber fraud as a critical risk in the digital age. The company safeguards against phishing attacks, data breaches, identity theft, and system manipulation through robust IT security measures. Employees receive mandatory cybersecurity training, and third-party systems undergo strict security checks. Data is protected through encryption, multi-factor authentication, and continuous monitoring. Any cyber fraud attempt is immediately reported, investigated, and addressed. By prioritizing cybersecurity, YAPP INDIA ensures data integrity, business continuity, and customer trust, while preventing fraud that can disrupt operations, damage reputation, and cause financial losses.

6.11 Fraud in ESG Reporting

YAPP INDIA is committed to truthful, transparent, and verifiable ESG reporting. Manipulation, falsification, or selective disclosure of ESG data is strictly prohibited. All environmental, social, and governance metrics are collected with accuracy and verified through independent audits where applicable. Reports are aligned with GRI standards, ISO 26000, and UNGC principles as applicable. Employees responsible for data collection are trained to ensure compliance and integrity. Misreporting will result in disciplinary action and reputational safeguards. This policy demonstrates YAPP INDIA's dedication to honest sustainability disclosures, strengthening stakeholder confidence and supporting ESG-driven decision-making for long-term corporate accountability.

6.12 Fraudulent Supplier Certifications

Suppliers working with YAPP INDIA must provide genuine certifications related to ESG compliance, product safety, and quality standards. Forged, expired, or manipulated certifications are considered fraudulent and will lead to supplier disqualification, blacklisting, and potential legal action. YAPP INDIA conducts periodic supplier audits and due diligence checks to verify documentation. Suppliers are contractually obligated to maintain up-to-date and valid certifications. This policy strengthens supply chain integrity, ensures compliance with international standards, and protects customers from risks associated with fraudulent certifications. By holding suppliers accountable, YAPP INDIA fosters sustainable partnerships and supports responsible sourcing practices.

6.13 Intellectual Property Fraud

YAPP INDIA strictly prohibits the theft, misuse, or misrepresentation of intellectual property, including patents, product designs, software, and confidential innovations. Employees, partners, and suppliers must respect intellectual property rights, and unauthorized sharing is not permitted. The company implements security controls to safeguard designs and technological assets. Violations will lead to termination, legal action, and claims for damages. Regular awareness training ensures employees understand IP risks and responsibilities. Protecting intellectual property preserves YAPP INDIA's innovation capability, competitive edge, and stakeholder trust. This policy reflects the company's commitment to ethical business conduct and compliance with global IP protection standards.

6.14 Fraudulent Subcontracting

Unauthorized subcontracting of YAPP INDIA projects without prior approval is strictly prohibited. All subcontractors must undergo due diligence to verify compliance with ESG standards, labor laws, and ethical practices. Contracts include clauses preventing unauthorized delegation of work. Any violation results in immediate contract termination, blacklisting, and potential legal consequences. The company conducts periodic monitoring and audits to ensure compliance. By preventing fraudulent subcontracting, YAPP INDIA maintains control over quality, accountability, and ethical practices across its supply chain. This policy strengthens operational reliability, promotes sustainable contractor relationships, and ensures adherence to national and international regulations.

6.15 Protecting Confidential Data

YAPP INDIA strictly prohibits employees, management, or business partners from misusing insider information for personal or financial gain. Confidential business data, trade secrets, and strategic information must not be disclosed without authorization. Strict access controls and confidentiality agreements safeguard sensitive information. Any violation is subject to disciplinary action, termination, and legal prosecution under applicable laws. Whistleblowing mechanisms are available for reporting breaches confidentially. By upholding this policy, YAPP INDIA ensures fairness, protects shareholder value, and maintains stakeholder trust. Integrity in handling sensitive information is essential to the company's sustainable growth and compliance with global governance frameworks.

7.0 ESG Objectives

1. Sustainability Issue : Procurement Fraud
Objective : Prevent fraudulent practices in procurement
Measure : Number of procurement fraud incidents
Target Value : 0 ↓

2. Sustainability Issue : Financial Reporting Fraud
Objective : Ensure accuracy and integrity in financial reporting
Measure : Number of reporting fraud cases
Target Value : 0 ↓

3. Sustainability Issue : Asset Misappropriation
Objective : Safeguard company assets from misuse
Measure : Number of misappropriation cases
Target Value : 0 ↓

4. Sustainability Issue : Bribery and Corruption
Objective : Eliminate bribery and corruption risks
Measure : Number of bribery incidents
Target Value : 0 ↓

5. Sustainability Issue : Conflict of Interest Fraud
Objective : Prevent conflicts of interest impacting business integrity
Measure : Number of conflict of interest cases
Target Value : 0 ↓

6. Sustainability Issue : Ethical Payroll Standards
Objective : Ensure transparency and ethics in payroll processing
Measure : % compliance with payroll audit standards
Target Value : 100% ↑

7. Sustainability Issue : Supplier Collusion
Objective : Prevent collusion among suppliers
Measure : Number of supplier collusion incidents
Target Value : 0 ↓

8. Sustainability Issue : Transparent Expense Practices
Objective : Maintain transparency in expense reporting
Measure : % of expenses verified through audit
Target Value : 100% ↑

9. Sustainability Issue : Fraudulent Customer Transactions
Objective : Prevent fraudulent activities involving customers
Measure : Number of fraudulent transactions detected
Target Value : 0 ↓

10. Sustainability Issue : Cybersecurity Integrity Policy
Objective : Safeguard digital systems from fraudulent breaches
Measure : % of systems with cybersecurity compliance
Target Value : 80% ↑

11. Sustainability Issue : Fraud in ESG Reporting
Objective : Ensure accuracy and integrity in ESG disclosures
Measure : Number of ESG reporting fraud cases
Target Value : 0 ↓

12. Sustainability Issue : Fraudulent Supplier Certifications
Objective : Prevent submission of fake supplier certifications
Measure : Number of fraudulent certifications identified
Target Value : 0 ↓

13. Sustainability Issue : Intellectual Property Fraud
Objective : Protect company IP from unauthorized use or theft
Measure : Number of IP fraud incidents
Target Value : 0 ↓

14. Sustainability Issue : Fraudulent Subcontracting
Objective : Prevent unauthorized subcontracting and fraud
Measure : Number of fraudulent subcontracting cases
Target Value : 0 ↓

15. Sustainability Issue : Protecting Confidential Data
Objective : Safeguard sensitive and confidential company data
Measure : % of confidential data breaches
Target Value : 0 ↓

8.0 Applicable Standards, Laws, Acts

- Foreign Corrupt Practices Act (FCPA) 1977
- United Nations Convention against Corruption (UNCAC)
- OECD Guidelines for Multinational Enterprises
- UN Global Compact (10 Principles)
- ISO 26000 Guidance on Social Responsibility

- Global Reporting Initiative (GRI) Standards
- Indian Companies Act 2013
- Indian Prevention of Corruption Act 1988

9.0 Policy Distribution

This Fraud Policy will be distributed to all employees, suppliers, contractors, and stakeholders through induction programs, compliance training, company intranet, and official circulars. Copies will be provided during supplier onboarding and vendor audits. Periodic awareness campaigns will ensure employees and business partners are familiar with the policy requirements. Regular workshops and training modules will highlight real-world fraud risks and preventive measures. The policy will also be made publicly available on the company's website to reinforce YAPP INDIA's commitment to transparency, ethical business practices, and ESG compliance, thereby ensuring accessibility for all relevant stakeholders.

10.0 Annual Review

This policy will undergo an annual review by the ESG & Compliance Committee in collaboration with Internal Audit and Legal departments. The review will evaluate the effectiveness of fraud detection systems, whistleblowing reports, audit findings, and training participation. Updates will incorporate changes in laws, international standards, and stakeholder expectations. Performance will be measured through KPIs including fraud incident reporting, resolution timelines, and audit compliance. External experts may be consulted for benchmarking best practices. The reviewed and updated policy will be presented to the Board of Directors for approval and then communicated across all levels of the organization.

11.0 Disciplinary Action for Policy Violators

Any employee, contractor, or third party found violating this policy will face strict disciplinary action, which may include written warnings, suspension, termination of employment or contract, recovery of financial losses, and reporting to law enforcement authorities where applicable. For suppliers and vendors, violations may result in termination of agreements, blacklisting, and removal from the approved vendor list. The company will ensure that investigations are fair, confidential, and compliant with applicable laws. Disciplinary measures are designed not only as corrective actions but also as deterrents to maintain a culture of integrity, accountability, and zero tolerance towards fraud.

12.0 Reporting Mechanism

YAPP INDIA provides multiple channels for reporting suspected fraud, including a confidential Whistleblower anonymous email system, and direct reporting to the ESG & Compliance Committee. Reports will be investigated promptly, impartially, and with strict confidentiality to protect the whistleblower's identity.

No employee or stakeholder will face retaliation for good-faith reporting of suspected fraud. Investigation outcomes will be documented, corrective measures implemented, and findings reported to the Board of Directors. Stakeholders will be regularly updated on improvements made to strengthen fraud prevention systems, ensuring accountability and transparency in alignment with ESG principles and global anti-fraud frameworks.

13.0 Conclusion

fraud undermines trust, business sustainability, and stakeholder confidence. Through this policy, YAPP INDIA reaffirms its commitment to ethical practices, transparency, and accountability. By integrating global frameworks such as FCPA, UNCAC, UNGC, ISO 26000, and GRI as applicable, the company ensures robust prevention, detection, and corrective mechanisms against fraud. With strong governance, employee awareness, supplier engagement, and transparent reporting, YAPP INDIA strives to maintain a fraud-free business environment. This policy reflects our belief that integrity is essential to long-term success, ESG compliance, and value creation for all stakeholders. Together, we commit to upholding zero tolerance towards fraud in all operations.

28. Equitable Employment Practices Policy

YAPP INDIA/SMS/POLICY- 28

1.0 Purpose

The purpose of this policy is to ensure that YAPP INDIA provides a workplace free from discrimination, harassment, and unequal treatment. It establishes guidelines to protect employees, partners, and stakeholders from unfair practices while promoting diversity, inclusion, respect, and equal opportunity. This policy supports sustainable growth and ESG integration.

2.0 Scope of Application

This policy applies to all employees, management, contractors, suppliers, consultants, and third-party partners associated with YAPP INDIA. It covers recruitment, training, promotions, compensation, workplace culture, and operational processes. It applies to all YAPP INDIA offices, factories, and project sites in India, and extends to all international business engagements.

3.0 Governance

Governance of this policy is overseen by the Board of Directors and the ESG & Compliance Committee. Human Resources ensures policy implementation, training, and monitoring. Internal Audit verifies compliance, while independent grievance redressal committees address discrimination cases. Governance aligns with ILO conventions, UNGC, ISO 26000, and OECD Guidelines as applicable.

4.0 Definitions of Terms

- **Discrimination**: Unequal treatment of individuals based on gender, race, caste, religion, disability, age, sexual orientation, or other personal attributes.
- **Harassment**: Unwelcome conduct that creates an intimidating, hostile, or offensive environment.
- **Equal Opportunity**: Fair access to employment, training, and growth without bias.
- **Remediation**: Measures taken to correct harm caused to victims of discrimination or harassment.

5.0 Roles and Responsibilities

- **Board of Directors**: Oversight and accountability for policy adherence.
- **ESG & Compliance Committee**: Regular monitoring and reporting.
- **HR Department**: Implementation, training, and grievance redressal.
- **Managers**: Promote inclusivity and prevent discrimination in their teams.
- **Employees**: Respect diversity, avoid discriminatory behavior, and report violations.
- **Suppliers/Partners**: Adhere to YAPP INDIA’s non-discrimination standards in contracts.

6.0 Equitable Employment Practices Policy

6.1 Gender Discrimination

YAPP INDIA is fully committed to gender equality and ensures that men, women, and non-binary employees receive equal opportunities in recruitment, promotions, pay, training, and leadership positions. Any form of gender bias, stereotyping, or exclusion is strictly prohibited. The company actively promotes gender inclusivity through training, awareness campaigns, and policies supporting work-life balance, parental leave, and career development for all genders. Equal pay for equal work is enforced through periodic compensation reviews. By empowering women and supporting diversity in leadership, YAPP INDIA strengthens innovation, collaboration, and sustainable growth while ensuring a fair and respectful workplace for everyone.

6.2 Dignity Without Caste

YAPP INDIA recognizes that caste-based discrimination is a deeply rooted social challenge in India. The company strictly prohibits any bias, favoritism, or exclusion based on caste, sub-caste, or social origin in hiring, promotions, wages, or workplace culture. Employment decisions are made solely on merit, skills, and performance. Managers and employees undergo training to identify and eliminate caste-related prejudice. Anonymous grievance mechanisms are in place to report violations without fear of retaliation. By upholding equal treatment across all caste groups, YAPP INDIA fosters inclusivity, fairness, and respect, ensuring that opportunities for growth and success are accessible to everyone equally.

6.3 Respect All Abilities

YAPP INDIA embraces inclusivity by promoting the hiring, retention, and advancement of differently-abled individuals. The company provides accessible infrastructure, reasonable workplace accommodations, and assistive technologies to support employees with physical, sensory, or cognitive disabilities. Recruitment and career progression are based on merit, without discrimination. Training programs build awareness among employees to eliminate bias and foster a culture of empathy and inclusion. YAPP INDIA also complies with national and international disability rights legislation to ensure fairness. By empowering persons with disabilities, the company not only upholds equality but also benefits from diverse perspectives that enhance creativity and workplace innovation.

6.4 Fair Treatment Standards

YAPP INDIA prohibits discrimination against employees based on age, whether young professionals entering the workforce or senior employees with years of experience. All employment decisions, including recruitment, promotions, and training opportunities, are based on skills, performance, and potential, not age. The company values the knowledge of experienced workers while encouraging the fresh perspectives of younger talent.

Mentorship programs ensure intergenerational knowledge-sharing, strengthening organizational resilience. YAPP INDIA actively promotes age diversity by maintaining fair retention practices, training opportunities, and career advancement for all age groups. A balanced, age-diverse workforce ensures inclusivity, innovation, and sustainable business growth for the company.

6.5 Equal Faith Opportunities

YAPP INDIA respects the right of every employee to freely practice their religion or belief without fear of bias or exclusion. The company prohibits discrimination or harassment based on religious identity, attire, customs, or practices. Reasonable accommodations, such as flexible leave for religious observances or prayer spaces, are provided where feasible. Diversity training reinforces respect for all faiths, ensuring that employees feel valued and included regardless of belief systems. The company actively builds a culture of acceptance, tolerance, and respect, which fosters unity across a diverse workforce. Religious inclusivity strengthens team collaboration, workplace harmony, and sustainable stakeholder trust.

6.6 Nationality-Based Discrimination

YAPP INDIA values diversity across geographies and prohibits discrimination or xenophobia against employees, contractors, or partners based on nationality, ethnicity, or citizenship status. All individuals are treated fairly, with equal access to employment, training, compensation, and growth opportunities. Cross-cultural training is provided to enhance understanding and collaboration within diverse teams. The company also fosters inclusion for expatriate employees and international business partners by ensuring respect and equal treatment. By creating an inclusive, globally connected workforce, YAPP INDIA enhances collaboration, innovation, and competitiveness while setting a strong example of fairness and respect in the global automotive supply chain.

6.7 Inclusive Workplace Standards

YAPP INDIA ensures that no employee is discriminated against on the basis of marital status, parental responsibilities, or family background. Employment decisions such as hiring, promotions, and training access will not be influenced by whether an employee is single, married, divorced, or a parent. The company fully supports maternity, paternity, and parental leave in compliance with legal requirements, while promoting work-life balance. Flexible working arrangements are offered where feasible to support employees with caregiving responsibilities. By providing equal opportunities and respecting family-related needs, YAPP INDIA builds a culture of fairness, trust, and inclusivity that enhances employee loyalty and retention.

6.8 Diversity and Inclusion

YAPP INDIA rejects any form of bias, exclusion, or harassment based on race, ethnicity, or cultural background. Employment opportunities are provided fairly, based on skills and qualifications, without prejudice.

Training programs enhance cultural sensitivity, promoting respect for diverse ethnic identities in the workplace. The company encourages a multicultural workforce, recognizing that diversity fosters innovation, resilience, and creativity. Grievance redressal mechanisms ensure swift action against violations, protecting the dignity of all employees. By ensuring equal treatment of all races and ethnicities, YAPP INDIA strengthens workplace inclusivity, fosters collaboration, and demonstrates its commitment to global human rights and responsible business practices.

6.9 Language Discrimination

YAPP INDIA prohibits discrimination based on language, accent, or dialect. Employees are not disadvantaged for speaking regional or foreign languages. Internal communication is conducted in a way that ensures inclusivity, often supported with translations or training materials in multiple languages. The company encourages employees to embrace linguistic diversity and respect colleagues' communication styles. Training programs support language inclusivity, especially for employees working across different regions. By eliminating bias linked to language or accent, YAPP INDIA builds a workplace where diverse voices are heard, understood, and valued—thereby strengthening teamwork, reducing miscommunication, and enhancing overall organizational performance.

6.10 Educational Background Bias

YAPP INDIA ensures fair hiring and career advancement opportunities for employees regardless of their educational background or the institutions they attended. Employment and promotion decisions are based on skills, competence, and performance rather than institutional prestige. The company values diverse knowledge and ensures equal training opportunities for all employees. Recruitment practices focus on merit and potential, giving fair consideration to individuals from underrepresented educational institutions. By eliminating biases linked to academic background, YAPP INDIA creates a workplace where competence is prioritized over credentials, allowing employees from varied backgrounds to contribute meaningfully to the company's sustainable growth.

6.11 Respect All Conditions

YAPP INDIA prohibits discrimination against employees with health conditions, including HIV, chronic illnesses, or mental health challenges. Confidentiality of medical information is strictly maintained, and employees are assured of equal opportunities for employment, training, and career advancement. The company provides reasonable accommodations and support, ensuring that health status does not hinder professional growth. Awareness campaigns reduce stigma, fostering an environment of empathy and respect. YAPP INDIA complies with all applicable laws protecting the rights of employees with health conditions. By protecting dignity and inclusivity, the company strengthens employee wellbeing, trust, and organizational sustainability.

6.12 Respect Individual Identity

YAPP INDIA enforces a strict zero-tolerance stance against harassment linked to gender, caste, race, disability, religion, or any aspect of personal identity. Harassment in any form—verbal, physical, or digital—is prohibited. The company maintains strong grievance redressal committees to ensure swift, transparent, and impartial resolution of complaints. Victims are supported through proportional remediation measures, including counseling, reassignments, or corrective workplace actions. Regular training educates employees about respectful workplace behavior. By upholding this stance, YAPP INDIA ensures a safe, respectful, and inclusive workplace that protects employees' dignity and reflects its commitment to ethical and sustainable business practices.

6.13 Pay Inequality

YAPP INDIA is committed to the principle of equal pay for equal work. Wage structures are designed to eliminate disparities based on gender, caste, race, or any other personal characteristic. Compensation reviews are conducted periodically to detect and correct inequalities. Transparent salary policies ensure fairness, while benchmarking against industry standards promotes equity. Employees are evaluated based on performance and contributions, not demographics. By maintaining pay equity, YAPP INDIA strengthens trust, motivation, and employee satisfaction. This policy reinforces its ESG commitments while demonstrating fairness and responsibility in creating a just and equitable workplace for all employees.

6.14 No Career Discrimination

YAPP INDIA ensures that no employee is denied career progression, promotions, or training opportunities due to gender, caste, disability, age, or other personal attributes. Career development will be strictly merit-based, with transparent performance evaluations guiding decisions. Employees from diverse backgrounds are encouraged to participate in leadership training, mentorship programs, and skill-building initiatives. Regular monitoring of promotions and training participation ensures equal opportunities. By eliminating exclusionary practices, YAPP INDIA builds an empowering culture where all employees can realize their potential, strengthen their capabilities, and contribute to long-term organizational success, inclusivity, and sustainable growth.

7.0 ESG Objectives

1. Sustainability Issue : Gender Discrimination
Objective : Ensure equal opportunities regardless of gender
Measure : Number of gender discrimination cases
Target Value : 0 ↓

2. Sustainability Issue : Dignity Without Caste
Objective : Promote caste-free workplace dignity
Measure : Number of caste-based discrimination incidents
Target Value : 0 ↓

3. Sustainability Issue : Respect All Abilities
Objective : Support employees of all abilities equally
Measure : % of employees with disabilities accommodated
Target Value : 65% ↑

4. Sustainability Issue : Fair Treatment Standards
Objective : Maintain consistent and fair treatment for all
Measure : % of employees reporting fair treatment
Target Value : 70% ↑

5. Sustainability Issue : Equal Faith Opportunities
Objective : Ensure equal treatment irrespective of religion or faith
Measure : Number of faith-based discrimination incidents
Target Value : 0 ↓

6. Sustainability Issue : Nationality-Based Discrimination
Objective : Eliminate discrimination based on nationality
Measure : Number of nationality-based discrimination cases
Target Value : 0 ↓

7. Sustainability Issue : Inclusive Workplace Standards
Objective : Strengthen inclusive policies and practices
Measure : % compliance with inclusive workplace standards
Target Value : 80% ↑

8. Sustainability Issue : Diversity and Inclusion
Objective : Promote a diverse and inclusive workforce
Measure : % of workforce participating in D&I programs
Target Value : 60% ↑

9. Sustainability Issue : Language Discrimination
Objective : Prevent bias based on language or dialect
Measure : Number of language discrimination cases
Target Value : 0 ↓

10. Sustainability Issue : Educational Background Bias
Objective : Ensure hiring and promotion are merit-based
Measure : % of recruitment/promotion decisions free from bias
Target Value : 100% ↑

11. Sustainability Issue : Respect All Conditions
Objective : Treat all employees with dignity, regardless of personal
Measure : % of employees acknowledging respect in surveys
Target Value : 75% ↑

12. Sustainability Issue : Respect Individual Identity
Objective : Encourage expression and respect of individual identity
Measure : % of employees participating in identity awareness programs
Target Value : 80% ↑

13. Sustainability Issue : Pay Inequality
Objective : Ensure equal pay for equal work
Measure : % pay parity achieved across roles
Target Value : 100% ↑

14. Sustainability Issue : No Career Discrimination
Objective : Prevent career progression discrimination
Measure : Number of career discrimination complaints
Target Value : 0 ↓

8.0 Applicable Standards, Laws, Acts

- Universal Declaration of Human Rights (UDHR)
- ILO Core Conventions
- United Nations Global Compact – Principles 1, 2, 6
- OECD Guidelines for Multinational Enterprises
- ISO 26000 – Guidance on Social Responsibility
- GRI Standards on Diversity & Equal Opportunity (GRI 405)
- OHSAS 18001 / ISO 45001
- Indian Constitution – Right to Equality (Articles 14–18)
- Indian Equal Remuneration Act, 1976
- Rights of Persons with Disabilities Act, 2016
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

9.0 Policy Distribution

This Non-Discrimination Policy will be communicated to all employees, contractors, suppliers, and stakeholders during induction programs, training sessions, and annual compliance refreshers. It will be available on the company's intranet, official website, and employee handbooks. Vendors and suppliers will receive policy copies during onboarding and compliance checks. Managers will ensure awareness at operational levels, while HR will conduct periodic sensitization workshops. External stakeholders, such as partners and community representatives, will be informed through sustainability reports and meetings. By ensuring widespread distribution, YAPP INDIA commits to embedding inclusivity and non-discrimination across its operations and business relationships.

10.0 Annual Review

The ESG & Compliance Committee, in collaboration with HR and Internal Audit, will review this policy annually. Reviews will assess grievance cases, resolutions, audit results, training effectiveness, and evolving regulations. The review process will include feedback from employees, managers, and external stakeholders to ensure relevance and effectiveness. Updates will reflect changes in international frameworks (e.g., UNGC, ILO), legal requirements, and industry best practices as applicable. Independent auditors may be engaged for impartial evaluation. Policy improvements will be documented, approved by the Board, and communicated to all employees and suppliers. This ensures continuous improvement in diversity, inclusion, and workplace equality.

11.0 Disciplinary Action for Policy Violators

Any individual found violating this policy, including acts of discrimination or harassment, will face strict disciplinary action. Depending on severity, consequences may include counseling, written warnings, suspension, termination of employment or contracts, or legal proceedings under applicable laws. For suppliers and vendors, violations may result in contract cancellation, blacklisting, and financial penalties. Disciplinary measures will be proportionate to the violation, transparent in process, and aligned with company values. Remediation efforts will focus on supporting victims, ensuring corrective measures, and preventing recurrence. This approach reinforces YAPP INDIA's zero-tolerance stance towards discrimination while protecting employees' dignity and rights.

12.0 Reporting Mechanism

YAPP INDIA provides multiple safe and confidential channels to report discrimination or harassment. Employees may use the whistleblower hotline, anonymous email, HR grievance desk, or internal redressal committee. Complaints will be investigated promptly, transparently, and impartially while maintaining strict confidentiality. Victims will receive proportional remediation support, including counseling, work reassignment, or other corrective actions. The company guarantees protection against retaliation for good-faith reporting. Monitoring mechanisms will track the effectiveness of resolutions. Findings and corrective measures will be reported to the Board. Transparent communication ensures accountability, builds trust, and encourages a workplace culture based on equality, respect, and dignity.

13.0 Conclusion

YAPP INDIA is committed to fostering an inclusive and equitable workplace where all individuals are treated with dignity and respect. This policy ensures fair treatment in recruitment, compensation, career advancement, and workplace practices, without bias or discrimination. By integrating global standards such as UDHR, ILO conventions, and UNGC principles as applicable, YAPP INDIA demonstrates leadership in ethical business conduct and ESG integration. The company's proactive grievance mechanisms, remediation processes, and continuous monitoring safeguard employee rights and stakeholder confidence. Together, we uphold zero tolerance for discrimination, building a workplace culture that strengthens innovation, sustainability, and long-term organizational success.

29. Reporting Corruption Procedures Policy

YAPP INDIA/SMS/POLICY- 29

1.0 Purpose

The purpose of this policy is to establish a transparent, secure, and accessible mechanism for employees, suppliers, contractors, and other stakeholders to report corruption, bribery, or unethical practices without fear of retaliation. This supports YAPP INDIA's ESG commitments, fosters an ethical culture, and ensures compliance with national and international anti-corruption standards.

2.0 Scope of Application

This policy applies to all employees, contractors, suppliers, vendors, customers, and business partners engaged with YAPP INDIA in India and globally. It covers all company operations, manufacturing facilities, supply chains, and business transactions across domestic and international markets, ensuring an inclusive reporting mechanism for corruption and bribery concerns.

3.0 Governance

Governance of this policy is overseen by YAPP INDIA's Board of Directors and the Ethics & Compliance Committee. Senior management ensures effective implementation, while the Internal Audit team monitors compliance. Reports are independently reviewed, and corrective actions are taken in line with legal requirements, ESG commitments, and best practices.

4.0 Definition of Terms

- **Whistleblower:** Any individual who reports suspected corruption, bribery, or unethical practices in good faith.
- **Corruption:** Abuse of entrusted power for personal gain.
- **Bribery:** Offering, giving, receiving, or soliciting undue advantage to influence business decisions.
- **Retaliation:** Any adverse action taken against a whistleblower for reporting concerns.

5.0 Roles and Responsibilities

- **Board of Directors:** Provide oversight and approve corrective measures.
- **Compliance Officer:** Receive, review, and investigate complaints.
- **Internal Audit Team:** Ensure transparency and monitor adherence to reporting mechanism.
- **Employees/Stakeholders:** Report incidents promptly and in good faith.
- **HR & Legal Team:** Implement disciplinary actions and remediation processes.

6.0 Reporting Corruption Procedures Policy

6.1 Bribery in Supplier Contracts

YAPP INDIA strictly prohibits any form of bribery in procurement and supplier contracts. All suppliers are subject to rigorous due diligence, screening, and approval processes before engagement. Transparent bidding and competitive evaluation ensure fairness in supplier selection. Procurement staff receive regular training on ethical sourcing practices and anti-bribery compliance, supported by a whistleblower mechanism that allows stakeholders to report concerns in complete confidentiality. Any reported incident is investigated promptly, and violations result in immediate corrective actions, including supplier disqualification. This commitment ensures that our supply chain remains transparent, corruption-free, and aligned with global anti-bribery standards.

6.2 Kickbacks in Vendor Selection

The company enforces a zero-tolerance stance against kickbacks in vendor selection. Procurement activities are structured with strict segregation of duties, ensuring that no single individual can unilaterally influence the decision-making process. Transparent tendering procedures are mandated, with external oversight where necessary to prevent undue influence. Random audits and internal controls are implemented to identify and deter irregularities in vendor selection. Any attempt by employees, suppliers, or vendors to solicit or offer kickbacks is classified as gross misconduct and subject to immediate disciplinary or legal action. YAPP INDIA is committed to maintaining fairness, transparency, and integrity in vendor relationships.

6.3 Facilitation Payments

Facilitation payments, whether to public officials or private parties, are strictly prohibited at YAPP INDIA. Employees are trained to identify, resist, and decline any request for unofficial payments that may be disguised as administrative fees or expedited services. The company has a robust compliance framework supported by clear guidelines and reporting mechanisms, ensuring that any attempted solicitation is reported promptly and investigated thoroughly. Whistleblowers are provided protection against retaliation, ensuring their safety and confidentiality. This policy underscores our commitment to ethical business operations and compliance with international regulations, reinforcing a corruption-free and transparent operating environment.

6.4 Transparency and Accountability

YAPP INDIA requires all employees, suppliers, and partners to disclose actual or potential conflicts of interest that may compromise business judgment. These include personal, financial, or familial relationships that could improperly influence business decisions. A formal conflict of interest register is maintained, monitored, and reviewed periodically by the Compliance Officer. Undisclosed conflicts that are discovered later will result in disciplinary or contractual consequences.

Training and awareness programs ensure that all employees understand their duty to remain impartial in business decisions. This approach safeguards company integrity, prevents unethical practices, and sustains trust with all stakeholders in our ecosystem.

6.5 Political Contributions and Lobbying

The company strictly prohibits unauthorized political contributions, donations, or lobbying activities that may be used as a channel for bribery or influence-peddling. Any political contribution must receive prior approval from the Board of Directors and be transparently disclosed in YAPP INDIA's ESG reports. Employees and suppliers are prohibited from engaging in political activities on behalf of the company without formal authorization. This policy ensures that business operations remain politically neutral and free from undue influence, protecting the organization from reputational risks and legal liabilities. Through this stance, we strengthen stakeholder confidence in our fairness, independence, and compliance practices.

6.6 Extortion and Coercion

YAPP INDIA is committed to protecting its employees, partners, and stakeholders from extortion and coercion in any form. Robust reporting mechanisms are in place to capture and investigate cases where undue influence, threats, or coercion may have been applied in business dealings. The company provides whistleblowers with legal support, anonymity, and non-retaliation guarantees to ensure they feel safe when reporting concerns. All such cases are addressed promptly, and perpetrators are dealt with under strict disciplinary measures or referred to legal authorities. This framework safeguards stakeholders, strengthens corporate ethics, and upholds international standards for ethical and responsible business conduct.

6.7 Third-Party Agent Corruption

All agents, brokers, intermediaries, and consultants engaged by YAPP INDIA are subject to strict due diligence before appointment. They are required to sign compliance certifications affirming adherence to anti-bribery policies and international legal frameworks. Periodic audits are conducted to ensure ongoing compliance, and any deviations are swiftly addressed. Contracts with third parties contain explicit anti-corruption clauses, empowering the company to terminate agreements immediately upon detection of unethical practices. Through rigorous monitoring and accountability measures, YAPP INDIA ensures that business partners reflect our ethical values and that corruption risks in third-party dealings are minimized across global operations.

6.8 Gifts and Hospitality Abuse

The company has a clear policy governing the giving and receiving of gifts and hospitality. Only modest, reasonable, and customary gifts are permissible, and all must be disclosed and approved according to established thresholds. Employees and suppliers are prohibited from offering or accepting lavish or undisclosed gifts that could create undue influence in decision-making.

Regular monitoring ensures compliance, and any breach is investigated with appropriate corrective measures. This framework balances cultural sensitivity with ethical business practices, ensuring that gifts and hospitality do not become a channel for bribery or corruption within YAPP INDIA's operations and stakeholder relationships.

6.9 Misuse of Charitable Donations

Charitable donations and sponsorships are subject to strict oversight to prevent misuse as a vehicle for bribery or money laundering. All donations must be reviewed and approved by YAPP INDIA's Ethics & Compliance Committee, ensuring alignment with company values and social responsibility goals. Full transparency is maintained by recording and disclosing contributions in ESG reports. Any irregularities or misuse of donations are thoroughly investigated, with corrective action taken against responsible parties. By ensuring accountability and transparency in all charitable activities, YAPP INDIA reinforces its commitment to ethical conduct, community development, and responsible corporate citizenship without risk of corruption.

6.10 Procurement Fraud

To safeguard against procurement fraud, YAPP INDIA incorporates automation, strict controls, and oversight into procurement processes. Employees involved in procurement are trained to recognize red flags such as inflated invoices, false quotations, or duplicate payments. Independent internal audits and random spot checks are conducted regularly to detect irregularities. Any fraudulent activities identified are dealt with under disciplinary procedures and reported to appropriate authorities when necessary. By embedding transparency, accountability, and strong internal controls into procurement practices, YAPP INDIA ensures that its supply chain remains resilient against fraud and free from corruption-driven risks that undermine ethical business operations.

6.11 Merit-Based Recruitment

Recruitment at YAPP INDIA is strictly merit-based, with hiring decisions guided by fairness, transparency, and documented evaluation criteria. Nepotism or favoritism in hiring processes is expressly prohibited. All recruitment activities are subject to HR audits to verify compliance with ethical standards and corporate policies. Employees involved in recruitment are trained on fair hiring practices to ensure consistency and impartiality. Violations, once identified, result in disciplinary action and possible dismissal. This policy ensures that the company maintains a diverse and inclusive workforce, fosters equal opportunities, and builds trust among stakeholders by safeguarding the integrity of the hiring process.

6.12 Protect Confidential Data

YAPP INDIA strictly prohibits employees, contractors, or stakeholders from using confidential or non-public company information for personal financial gain or trading purposes. Safeguards are in place to protect sensitive information, and employees are trained on confidentiality obligations and data security protocols. Any breach of this policy will result in immediate disciplinary action, including termination of employment or contract, and may extend to legal prosecution. The company promotes a culture of integrity and responsibility, where safeguarding information is seen as an essential part of maintaining trust, preventing fraud, and upholding compliance with ethical and regulatory requirements.

6.13 Supply Chain Corruption Abroad

When engaging with international suppliers and partners, YAPP INDIA enforces compliance with the Foreign Corrupt Practices Act (FCPA), UNCAC, and OECD guidelines as applicable. Comprehensive due diligence is conducted before entering into contracts, and suppliers are required to commit to anti-corruption declarations. Ongoing monitoring and audits are performed to ensure compliance across international operations. Any violations identified may result in contract termination and legal reporting. This approach ensures that our global supply chain aligns with international anti-bribery standards, safeguarding the company from reputational and legal risks while ensuring that ethical practices extend beyond domestic operations into global markets.

6.14 Retaliation against Whistleblowers

The company guarantees full protection for whistleblowers who report concerns about corruption, bribery, or unethical conduct. Retaliation in any form—including harassment, demotion, or dismissal—is strictly prohibited and will lead to disciplinary measures against offenders. A confidential and secure reporting system is in place, supported by guarantees of anonymity and non-retaliation. Employees and stakeholders are encouraged to raise concerns without fear, knowing that their rights and safety will be protected. By safeguarding whistleblowers, YAPP INDIA promotes transparency, builds trust, and ensures that unethical practices are detected, addressed, and prevented across the organization and its supply chain.

6.15 Transparency in Investigations

YAPP INDIA is committed to conducting all corruption- and bribery-related investigations with transparency, fairness, and confidentiality. Whistleblowers and affected stakeholders are kept informed of investigation progress and outcomes, ensuring accountability in the resolution process. Findings are documented and integrated into company-wide ESG reports, with lessons learned used to strengthen internal controls and prevent recurrence. Independent oversight may be engaged where impartiality is required. By maintaining transparency and openness in its investigation process, the company fosters trust among employees, partners, and stakeholders, reinforcing a culture of accountability and ethical responsibility across all levels of business operations.

7.0 ESG Objectives

1. Sustainability Issue : Bribery in Supplier Contracts
Objective : Eliminate bribery risks in supplier agreements
Measure : Number of bribery incidents in contracts
Target Value : 0 ↓

2. Sustainability Issue : Kickbacks in Vendor Selection
Objective : Prevent kickbacks during vendor selection
Measure : Number of kickback cases detected
Target Value : 0 ↓

3. Sustainability Issue : Facilitation Payments
Objective : Eradicate facilitation payments in operations
Measure : Number of facilitation payment incidents
Target Value : 0 ↓

Sustainability Issue : Transparency and Accountability
Objective : Ensure transparent and accountable processes
Measure : % of processes with verified transparency
Target Value : 100% ↑

4. Sustainability Issue : Political Contributions and Lobbying
Objective : Prevent corruption through political contributions
Measure : Number of non-compliant political contribution cases
Target Value : 0 ↓

5. Sustainability Issue : Extortion and Coercion
Objective : Prevent extortion and coercion in operations
Measure : Number of reported extortion incidents
Target Value : 0 ↓

6. Sustainability Issue : Third-Party Agent Corruption
Objective : Minimize corruption risks from third-party agents
Measure : % of third-party agents screened for corruption
Target Value : 100% ↑

7. Sustainability Issue : Gifts and Hospitality Abuse
Objective : Prevent misuse of gifts and hospitality to influence decisions
Measure : Number of abuse incidents
Target Value : 0 ↓

8. Sustainability Issue : Misuse of Charitable Donations
Objective : Ensure donations are used ethically and transparently
Measure : Number of misuse cases
Target Value : 0 ↓

9. Sustainability Issue : Procurement Fraud
Objective : Prevent fraudulent practices in procurement
Measure : Number of procurement fraud cases
Target Value : 0 ↓

10. Sustainability Issue : Merit-Based Recruitment
Objective : Ensure recruitment is free from corruption or bias
Measure : % of recruitment processes audited for merit
Target Value : 100% ↑

11. Sustainability Issue : Protect Confidential Data
Objective : Safeguard whistleblower identity and sensitive information
Measure : % of cases maintaining confidentiality
Target Value : 80% ↑

12. Sustainability Issue : Supply Chain Corruption Abroad
Objective : Minimize corruption risks in international operations
Measure : Number of overseas supply chain corruption incidents
Target Value : 0 ↓

13. Sustainability Issue : Retaliation against Whistleblowers
Objective : Ensure protection for whistleblowers against retaliation
Measure : Number of retaliation incidents reported
Target Value : 0 ↓

14. Sustainability Issue : Transparency in Investigations
Objective : Conduct investigations in a fair and transparent manner
Measure : % of investigations completed with full transparency
Target Value : 85% ↑

8.0 Applicable Standards, Laws, and Acts

- Foreign Corrupt Practices Act (FCPA), 1977
- United Nations Convention against Corruption (UNCAC)
- Indian Prevention of Corruption Act, 1988
- United Nations Global Compact – Principle 10 (Anti-Corruption)
- OECD Guidelines for Multinational Enterprises

- ISO 26000 – Social Responsibility
- GRI Standards on Anti-Corruption (GRI 205)

9.0 Policy Distribution

The Whistleblower Policy will be distributed to all employees, contractors, suppliers, and business partners through induction programs, company intranet, ESG training sessions, and vendor onboarding. External stakeholders will be informed via the company website, supplier contracts, and compliance declarations. The policy will be included in employee handbooks and vendor codes of conduct. Training materials, awareness posters, and periodic reminders will be shared to strengthen communication. The reporting mechanism, including hotline numbers, dedicated email, and compliance officer contact, will be publicly displayed to ensure accessibility for all stakeholders across operations and supply chains.

10.0 Annual Review

The policy will undergo an annual review by the Ethics & Compliance Committee in consultation with the Board of Directors, Internal Audit, and Legal teams. The review will assess policy effectiveness, stakeholder feedback, number of cases reported, resolution rate, and employee/vendor awareness levels. Updates will be made to align with emerging risks, changes in legislation, and international ESG standards. Independent external audits may be commissioned to evaluate the policy's performance. Findings and improvements will be documented in the company's annual ESG and sustainability reports, ensuring accountability and transparency for all stakeholders

11.0 Disciplinary Action for Policy Violators

Any employee, supplier, or contractor found guilty of engaging in corruption, bribery, or obstructing the whistleblower process will face strict disciplinary action, which may include suspension, termination of contract, financial penalties, or legal prosecution under applicable laws. Retaliation against whistle blowers will result in immediate corrective action, including possible dismissal of offenders. All disciplinary measures will follow principles of fairness, proportionality, and transparency. YAPP INDIA will also mandate suppliers and partners to comply with these requirements, with violations leading to disqualification from future contracts. These measures ensure the integrity of operations and foster a corruption-free business culture.

12.0 Reporting Mechanism

Stakeholders can report suspected corruption or bribery incidents through multiple dedicated channels: a confidential email or direct reporting to the Compliance Officer. Whistle blowers are guaranteed anonymity, confidentiality, and non-retaliation. All reports will be acknowledged within 7 days and investigated within 30 days.

Progress updates and final actions will be transparently communicated. Cases will be documented, monitored, and reviewed for continuous improvement. YAPP INDIA may engage independent third parties for impartial investigations where necessary. This mechanism empowers employees and external stakeholders to raise concerns safely and responsibly.

13.0 Conclusion

YAPP INDIA upholds the highest ethical standards and is committed to conducting business with integrity, transparency, and accountability. This Whistleblower Procedure for corruption and bribery ensures that employees, suppliers, and stakeholders can report unethical practices without fear of retaliation. By adopting international anti-corruption frameworks, we reinforce trust in our operations and supply chains. Through effective governance, training, monitoring, and remediation, we safeguard our reputation and contribute to sustainable, responsible business practices. YAPP INDIA recognizes whistle blowers as key contributors to organizational integrity and assures them of protection, support, and recognition for upholding ethical values.

30. Ethical Supplier Standards Policy

YAPP INDIA/SMS/POLICY- 30

1.0 Purpose

The purpose of this policy is to ensure that YAPP INDIA's supply chain aligns with the highest standards of social responsibility, ethical conduct, and respect for human rights. The policy embeds ESG values into procurement, supplier engagement, and operational decision-making to safeguard stakeholders, mitigate risks, and promote sustainable growth.

2.0 Scope of Application

This policy applies to all suppliers, contractors, subcontractors, and business partners engaged with Yapp India globally. It covers all stages of procurement, from sourcing of raw materials to delivery of finished goods and services. The policy also applies to Yapp India's buyers, procurement teams, and decision-makers who are responsible for supplier engagement and contract management. Geographically, it extends to all regions where Yapp India operates or sources from, including high-risk countries. The policy encompasses labor rights, human rights, ethical conduct, community impact, and social sustainability in supply chains, ensuring alignment with our ESG commitments and global standards.

3.0 Governance

The governance of this policy will be overseen by Yapp India's ESG Committee in coordination with the Procurement and Compliance Departments. Roles and responsibilities are clearly defined: buyers are responsible for supplier due diligence; suppliers must comply with contractual sustainability requirements; the ESG Committee provides oversight, reviews audit results, and recommends improvements. Senior management will ensure accountability through periodic reporting to the Board. Stakeholder engagement will be promoted to ensure inclusivity and transparency. By embedding governance mechanisms, Yapp India ensures this policy is not only a compliance requirement but also a driver of sustainable business practices.

4. Definitions of Terms

- **Supplier** Social Practices: Ethical, fair, and human-rights-based standards observed by suppliers.
- **Human** Rights: Fundamental rights protected under international conventions and national laws.
- Due Diligence: Risk assessment and monitoring process for suppliers.
- **Supply** Chain Mapping: Identifying, assessing, and monitoring all direct and indirect suppliers.
- **Grievance** Mechanism: Structured system for stakeholders to raise social, ethical, or human rights concerns.

5.0 Roles & Responsibilities

- **Senior** Management: Approves and monitors supplier social responsibility frameworks.
- **Procurement** Team: Ensures supplier contracts include ESG clauses.
- **Compliance** Team: Conducts audits and manages grievance procedures.
- **Suppliers**: Adhere to contractual obligations on human rights and social standards.
- **Employees**: Report violations or unethical practices through established mechanisms.

5.0 Ethical Supplier Standards Policy

6.1 Responsible Supply Development

YAPP INDIA actively supports suppliers in enhancing their sustainability performance through targeted capacity-building initiatives. These include technical training, facility upgrades, management system strengthening, and best practice sharing. Programs are tailored to address identified risks, either proactively or as corrective actions from audits. This collaborative approach helps suppliers prevent adverse impacts, improve resilience, and align with international sustainability standards, ultimately reinforcing responsible supply chain operations. Success is measured by the number of suppliers participating in training programs, the rate of facility or process upgrades, and improvements observed during follow-up assessments. Evaluations also consider the level of supplier satisfaction with support programs, the effectiveness of corrective action plans linked to training, and the overall improvement in ESG compliance scores. Long-term indicators include reductions in repeated violations and measurable improvements in social and environmental practices.

6.2 Grievance Reporting Systems

Suppliers must establish accessible, transparent, and confidential grievance mechanisms that allow workers to report labor-related issues such as harassment, unsafe conditions, wage disputes, or discrimination. These mechanisms should be culturally appropriate, protect whistleblowers from retaliation, and ensure timely resolution of complaints. Yapp India also encourages the use of worker voice surveys to capture employee feedback and strengthen engagement. Regular reviews of grievances and corrective measures are required. By embedding grievance systems in supply chains, suppliers help foster trust, accountability, and worker empowerment, thereby ensuring labor practices are continuously improved and human rights are protected across all operations.

6.3 Worker Voice Channels

YAPP INDIA establishes accessible, confidential, and non-retaliatory grievance mechanisms for suppliers' workers and affected communities. Worker voice surveys, via digital tools or applications, allow anonymous reporting of issues such as discrimination, unsafe conditions, or unfair wages. Grievance systems ensure rights-holders can raise concerns without fear, while feedback is integrated into monitoring, audits, and corrective action plans.

Protecting worker voices reinforces transparency and accountability throughout the supply chain.Performance is evaluated by the extent of grievance mechanism implementation among suppliers, the accessibility and awareness of these tools, and the level of worker participation in surveys. Monitoring considers resolution rates, timeliness of addressing complaints, and the degree of confidentiality maintained. Trends in worker-reported issues provide insights into recurring risks, while improvements in worker satisfaction and trust demonstrate the long-term effectiveness of grievance systems.

6.4 Decent Work Policy

Yapp India is committed to ensuring that all suppliers provide fair wages and reasonable working hours in compliance with national labor laws and international standards such as ILO conventions. Suppliers must prohibit exploitative practices such as unpaid overtime, excessive shifts, or unfair deductions. We require transparency in payroll processes and periodic verification of wage structures. All workers must receive equal pay for equal work, including overtime benefits. By enforcing this, we ensure dignity, equity, and respect in supply chains, while supporting decent livelihoods and contributing to the Sustainable Development Goals on fair labor and human well-being

6.5 Responsible Sourcing Guidelines

Suppliers must conduct all business ethically and transparently, prohibiting bribery, corruption, extortion, or any fraudulent practices. Yapp India requires suppliers to comply with applicable anti-corruption laws and ensure fair procurement processes. Any supplier found engaging in unethical conduct will face corrective actions, up to termination of contracts. We also require suppliers to prevent conflict of interest and to maintain accurate financial records. Transparency in transactions, supplier diversity, and local sourcing will be promoted where feasible. Ethical procurement strengthens trust with stakeholders and ensures that our supply chain contributes positively to sustainable development and social responsibility commitments.

6.6 Supplier Conduct Audit

YAPP INDIA requires suppliers to undergo structured assessments that evaluate their social practices. This includes questionnaire-based reviews, self-assessments, and third-party evaluations to verify compliance with our sustainability standards. Areas assessed include wages, working hours, health and safety, anti-discrimination measures, and grievance mechanisms. Assessments, whether remote or on-site, serve as tools to identify risks, measure improvements, and determine eligibility for continued partnerships with YAPP INDIA. Monitoring effectiveness involves analyzing the percentage of suppliers completing assessments, the consistency of responses, and the quality of supporting documentation provided. Progress is also evaluated based on the number of suppliers requiring corrective actions, the speed of resolution, and the frequency of third-party validations. Trends over time in supplier scores and improvements in high-risk areas are considered key benchmarks of performance.

6.7 Occupational Health Standards

We require suppliers to provide a safe, healthy, and hazard-free working environment for all employees. This includes compliance with occupational health and safety standards, provision of appropriate personal protective equipment (PPE), and effective emergency preparedness systems for risks such as fire, chemical leaks, or machinery-related accidents. Regular safety training and incident reporting mechanisms must be in place. Suppliers in high-risk sectors, such as metal production, must maintain robust health and safety audits.

6.8 Sustainable Supply Contracts

YAPP INDIA integrates binding social clauses into supplier contracts to ensure that partners uphold our sustainability standards beyond the scope of the business deliverables. These clauses cover human rights, fair labor practices, safe working conditions, environmental protection, and ethical business conduct. Suppliers are contractually obliged to meet these requirements, with disciplinary actions, including corrective measures and potential contract termination, enforced in the case of violations. This contractual integration ensures long-term alignment with our sustainability objectives Performance is monitored through the proportion of contracts embedding sustainability clauses, the number of suppliers who formally acknowledge compliance, and the frequency of contract reviews to assess enforcement. Monitoring also considers the effectiveness of implemented disciplinary actions, the consistency of clause application across supplier categories, and the percentage of agreements updated annually to include revised sustainability provisions.

6.9 Inclusive Workplace Practices

We expect all suppliers to uphold principles of equality, diversity, and inclusion in their recruitment, wages, promotions, and treatment of workers. Discrimination based on race, caste, gender, religion, disability, sexual orientation, or other protected characteristics is strictly prohibited. Yapp India promotes an inclusive workplace where merit and competence drive advancement. Suppliers must provide equal pay for equal work, ensure fair representation in leadership, and implement anti-harassment policies. Special focus should be given to supporting women and vulnerable groups in employment. By embedding these practices, suppliers strengthen social equity and contribute positively to community development and sustainable growth.

6.10 Ethical Performance Reviews

YAPP INDIA embeds sustainability metrics into the performance evaluations of procurement professionals. Buyers are assessed on their ability to integrate ESG considerations into supplier selection, management, and relationship building. This ensures accountability in procurement practices and aligns internal performance with organizational sustainability commitments. By linking procurement success with ESG outcomes, YAPP INDIA drives consistent implementation of responsible sourcing.

Monitoring involves evaluating the proportion of buyer performance reviews incorporating sustainability objectives, the degree to which procurement staff meet these objectives, and improvements in supplier compliance under their oversight. Assessment also considers the alignment of buyer actions with corporate ESG goals and the frequency of training participation. Long-term success is reflected in enhanced procurement decision-making and improved supplier sustainability outcomes

6.11 Green Performance Incentives

To encourage suppliers to go beyond compliance, Yapp India implements a supplier recognition and reward program that acknowledges strong sustainability performance. Criteria include fair labor practices, diversity promotion, community development initiatives, and ethical business conduct. Suppliers demonstrating leadership in ESG integration may be prioritized for long-term contracts, preferred supplier status, or joint innovation projects. This approach incentivizes continuous improvement while creating a culture of shared responsibility in sustainability. By rewarding good practices, Yapp India strengthens supplier partnerships and ensures that sustainable procurement drives both business competitiveness and positive social impact in the broader value chain.

6.12 Responsible Risk Management

YAPP INDIA conducts structured and recurring risk assessments to identify and prioritize the most significant adverse sustainability impacts in the supply chain. These assessments address human rights, employment conditions, bribery, disclosure, and environmental effects. By engaging with suppliers, stakeholders, and rights-holders, the process evaluates both potential and actual risks, ranking them by severity and likelihood. The insights guide targeted interventions, corrective actions, and supplier engagement strategies, ensuring sustainable risk management across operations. Measurement involves the frequency of completed risk assessments, the coverage across supplier categories, and the extent to which stakeholder perspectives are incorporated. Tracking includes the identification of high-risk suppliers, the level of alignment with international sustainability frameworks, and the number of interventions initiated based on risk profiles. The quality of follow-up actions and improvements in supplier performance over time also serve as important evaluation measures

6.13 Community Engagement Programs

Suppliers are expected to minimize negative community impacts from their operations, such as pollution, displacement, or land use conflicts. Instead, they should engage in initiatives that promote social development, local employment, and community well-being. Yapp India encourages suppliers to collaborate with local stakeholders, respect indigenous rights, and support projects in education, health, and infrastructure development. Social license to operate is a fundamental principle, and suppliers must operate responsibly to strengthen trust with surrounding communities. By embedding community development into procurement practices, Yapp India ensures that our supply chain contributes positively to sustainable social and economic progress.

6.14 Supply Chain Awareness

YAPP INDIA provides regular training to procurement professionals on sustainability-related risks and responsibilities. The program focuses on issues such as human rights, labor practices, environmental stewardship, and anti-bribery measures, equipping buyers with the knowledge to make responsible sourcing decisions. By strengthening the capabilities of procurement teams, the company ensures that sustainability considerations are consistently embedded into supplier engagement and selection processes .Training effectiveness is evaluated through participation rates, knowledge assessments before and after training, and integration of sustainability criteria into procurement decisions. Monitoring includes the frequency of training sessions, feedback from participants, and observed behavioral changes in procurement practices. Long-term performance is measured by procurement outcomes aligned with ESG objectives and by improvements in supplier sustainability performance linked to informed buyer decisions.

6.15 Zero Labor Exploitation

Yapp India enforces a strict zero-tolerance policy against child labor, bonded labor, and forced labor in its supply chains. All suppliers must verify workers' legal working age through robust hiring and documentation practices. Exploitation of vulnerable groups, including migrant and seasonal workers, is strictly prohibited. Suppliers must not withhold identity documents, restrict freedom of movement, or impose coercive employment terms. Yapp India requires periodic audits and risk assessments to identify potential violations and take corrective action. This policy reinforces our commitment to upholding international human rights standards and ensuring that all work is freely chosen and fairly compensated.

6.16 Ethical Supplier Inspections

YAPP INDIA conducts both scheduled and unannounced on-site and virtual audits to evaluate supplier compliance with sustainability requirements. Audits cover working conditions, wages, child labor, freedom of association, and grievance mechanisms. Findings are documented, and corrective action plans are agreed upon with suppliers. Persistent non-compliance can result in sanctions, including suspension or termination of business relationships. These audits strengthen accountability and transparency within the supply chain .Performance evaluation includes the proportion of suppliers audited, the number of audits completed per year, and the rate at which non-conformances are identified and resolved. Tracking also considers the timeliness of corrective action implementation, recurrence of violations, and improvements in compliance levels over successive audits. Insights gained from audits help refine policies, strengthen supplier monitoring systems, and support continuous improvement initiatives.

6.17 Supplier Reward Programs

Yapp India conducts regular supplier assessments, audits, and risk evaluations to ensure compliance with labor, human rights, and ESG standards. Suppliers are expected to perform their own due diligence to prevent labor exploitation, especially in high-risk industries and among vulnerable groups such as migrant workers. Risk assessment must cover labor practices, human rights violations, and community impacts. Suppliers are required to take corrective measures for any identified non-conformances. Through capacity building and continuous improvement programs, Yapp India supports suppliers in strengthening sustainable practices, mitigating reputational risks, and building resilience across the global supply chain.

7.0 ESG Objectives

1. Sustainability Issue : Responsible Supply Development
Objective : Promote socially responsible supply chain practices
Measure : % of suppliers complying with social responsibility standards
Target Value : 65% ↑

2. Sustainability Issue : Grievance Reporting Systems
Objective : Enable supplier employees to report concerns safely
Measure : Number of supplier grievance channels established
Target Value : 100 ↑

3. Sustainability Issue : Worker Voice Channels
Objective : Strengthen worker participation in decision-making
Measure : % of suppliers providing worker voice mechanisms
Target Value : 90% ↑

4. Sustainability Issue : Decent Work Policy
Objective : Ensure fair and safe working conditions in the supply chain
Measure : % of suppliers compliant with decent work standards
Target Value : 100% ↑

5. Sustainability Issue : Responsible Sourcing Guidelines
Objective : Implement ethical sourcing across suppliers
Measure : % of suppliers adhering to sourcing guidelines
Target Value : 75% ↑

6. Sustainability Issue : Supplier Conduct Audit
Objective : Regularly audit suppliers for social compliance
Measure : Number of supplier audits conducted
Target Value : 1 year ↑

7. Sustainability Issue : Occupational Health Standards
Objective : Ensure suppliers maintain safe work environments
Measure : % of suppliers meeting health & safety standards
Target Value : 100% ↑

8. Sustainability Issue : Sustainable Supply Contracts
Objective : Include social responsibility clauses in contracts
Measure : % of contracts with sustainability clauses
Target Value : 100% ↑

9. Sustainability Issue : Inclusive Workplace Practices
Objective : Promote diversity and inclusion among suppliers
Measure : % of suppliers implementing inclusive practices
Target Value : 75% ↑

10. Sustainability Issue : Ethical Performance Reviews
Objective : Evaluate suppliers on social and ethical performance
Measure : % of suppliers with documented ethical evaluations
Target Value : 85% ↑

11. Sustainability Issue : Green Performance Incentives
Objective : Encourage suppliers to adopt sustainable practices
Measure : Number of suppliers receiving green incentives
Target Value : 8 ↑

12. Sustainability Issue : Responsible Risk Management
Objective : Identify and mitigate social risks in the supply chain
Measure : % of high-risk suppliers with mitigation plans
Target Value : 100% ↑

13. Sustainability Issue : Community Engagement Programs
Objective : Promote positive social impact by suppliers
Measure : Number of supplier-led community programs
Target Value : 8 ↑

14. Sustainability Issue : Supply Chain Awareness
Objective : Raise awareness of social responsibility in supply chains
Measure : % of suppliers trained on social responsibility
Target Value : 65% ↑

15. Sustainability Issue : Zero Labor Exploitation
Objective : Prevent forced, child, or exploitative labor
Measure : Number of labor exploitation incidents
Target Value : 0 ↓

16. Sustainability Issue : Ethical Supplier Inspections
Objective : Conduct inspections to verify ethical practices
Measure : Number of inspections conducted
Target Value : 6 ↑

17. Sustainability Issue : Responsible Supplier Evaluation
Objective : Evaluate suppliers on social, ethical, and labor standards
Measure : % of suppliers with completed evaluations
Target Value : 100% ↑

8.0 References to Laws, Acts, and Standards

This policy is guided by Indian labor laws, the Factories Act, the Minimum Wages Act, and the Contract Labour (Regulation & Abolition) Act. International references include the UN Global Compact, OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, ILO Core Conventions, SA8000 Standard, ISO 26000, and GRI Standards as applicable. These frameworks provide a globally recognized foundation for labor rights, human rights, and social sustainability. Yapp India requires all suppliers to comply with relevant local laws while striving to meet international best practices, ensuring our supply chain is legally compliant, socially responsible, and ethically managed.

9.0 Action Against Policy Violators

Any supplier found violating this policy will be subject to corrective action requirements, remediation, and follow-up audits. In cases of severe non-compliance—such as use of child labor, forced labor, or corruption—contracts may be suspended or terminated. Suppliers must provide transparent action plans for rectification, failing which procurement relations may be discontinued. For internal stakeholders, breaches of procurement ethics will lead to disciplinary actions in line with company HR policies. Yapp India prioritizes remediation of affected workers in cases of labor rights violations. This ensures accountability, deterrence of malpractice, and protection of human rights across supply chains.

10.0 Monitoring and Continuous Improvement

The implementation of this policy will be monitored through supplier self-assessments, third-party audits, site inspections, and grievance mechanisms. Key performance indicators will include supplier compliance rates, number of audits conducted, worker grievance resolutions, and ESG ratings achieved. Regular monitoring will identify gaps and improvement areas. Yapp India is committed to supporting suppliers in corrective actions and promoting innovation in sustainable procurement.

Continuous improvement will be driven through benchmarking against industry peers, regulatory updates, and stakeholder feedback. By ensuring robust monitoring, we safeguard accountability and maintain alignment with evolving global sustainability expectations and human rights obligations.

11.0 Annual Review and Updates

This policy will undergo an annual review by Yapp India's ESG Committee to ensure its effectiveness and alignment with evolving regulations, standards, and stakeholder expectations. Reviews will consider audit findings, supplier feedback, changes in global labor and human rights frameworks, and industry best practices. Updates will be communicated to suppliers and procurement teams, and necessary training will be provided. The annual review process ensures the policy remains relevant, practical, and impactful. By institutionalizing a review mechanism, Yapp India demonstrates commitment to adaptive governance, continuous learning, and strengthening sustainable procurement practices over the long term.

12.0 Policy Distribution and Communication

The Sustainable Procurement Policy will be distributed to all suppliers, contractors, and procurement teams through contracts, onboarding sessions, and official communications. It will also be published on Yapp India's website and supplier portals to ensure public accessibility and transparency. Internal stakeholders will receive regular training and updates. Suppliers must cascade these requirements to their sub-suppliers to ensure consistent application across the supply chain. By ensuring wide distribution, awareness, and communication, Yapp India builds accountability and ensures that sustainable procurement principles are embedded across all supply chain partners and procurement-related decision-making processes.

31. Ethical Interest Management Policy

YAPP INDIA/SMS/POLICY- 31

1.0 Purpose

The purpose of this policy is to prevent, identify, and manage actual, potential, or perceived conflicts of interest that may compromise decision-making, business integrity, and stakeholder trust. This ensures transparent, fair, and ethical practices in all operations, in line with ESG commitments.

2.0 Scope of Application

This policy applies to all YAPP INDIA employees, directors, contractors, consultants, suppliers, and third-party partners across all manufacturing, assembly, and support functions. It covers all business operations, transactions, and stakeholder interactions within India and any international operations, ensuring compliance with applicable national and global anti-corruption and ethical standards.

3.0 Governance

The Board of Directors, supported by the Ethics & Compliance Committee, governs this policy. Senior management ensures enforcement across business functions, while compliance officers oversee monitoring, reporting, and training. Internal Audit validates adherence, and corrective actions are reviewed by the Board to maintain accountability, transparency, and stakeholder trust.

4.0 Definition of Terms

- **Conflict of Interest**: A situation where personal interests interfere or appear to interfere with professional responsibilities.
- **Actual Conflict**: A direct clash between personal gain and company duties.
- **Perceived Conflict**: A situation that could reasonably appear as a conflict, even if no improper action occurs.
- **Related Parties**: Family members, close associates, or external entities linked to an employee's personal interests.

5.0 Roles and Responsibilities

- **Board of Directors**: Approve and oversee the policy.
- **Compliance Committee**: Monitor adherence, review disclosures, and investigate conflicts.
- **Managers**: Identify and report potential conflicts within teams.
- **Employees & Stakeholders**: Disclose conflicts, avoid improper actions, and comply with reporting mechanisms.

6.0 Ethical Interest Management Policy

6.1 Merit Over Connections

YAPP INDIA strictly prohibits nepotism and favoritism in recruitment and promotions to ensure that all employment-related decisions are based on merit, qualifications, and competencies. The company values diversity, fairness, and inclusion in its workforce, creating equal opportunities for all applicants. Transparent recruitment processes will be maintained with structured interviews, competency-based assessments, and independent review panels where necessary. Any attempt to influence recruitment or promotion for personal benefit, including family or close relations, will be treated as a violation of this policy. Through these practices, YAPP INDIA reinforces trust, fairness, and integrity in workforce management and career development opportunities.

6.2 Supplier Favoritism

Supplier selection and vendor partnerships at YAPP INDIA will be strictly based on transparent evaluation criteria including cost competitiveness, quality, reliability, ESG compliance, and ethical business practices. No employee shall give preferential treatment to suppliers due to personal connections, inducements, or benefits. Supplier assessments will integrate sustainability standards, human rights principles, and compliance with anti-corruption laws. All decisions will be reviewed and documented for accountability. Employees engaged in procurement are required to disclose any personal connections with potential suppliers. By enforcing impartiality, YAPP INDIA ensures its supply chain reflects integrity, responsibility, and resilience, supporting long-term sustainable business relationships.

6.3 Protect Sensitive Information

Employees of YAPP INDIA are prohibited from misusing confidential, financial, or strategic company information for personal financial gain, including trading securities or passing information to third parties. The company enforces strict insider trading regulations aligned with international and national laws. Any activity where confidential business information is exploited for self-interest undermines corporate integrity and market trust and will be treated as a serious violation. Employees handling sensitive information must maintain discretion, confidentiality, and ethical conduct at all times. Training and awareness sessions will be conducted to reinforce understanding. Violations may lead to disciplinary, civil, or criminal consequences.

6.4 Integrity in Hospitality

YAPP INDIA recognizes that gifts, entertainment, and hospitality can create potential conflicts of interest. To safeguard integrity, employees must not accept or provide gifts, favors, or hospitality beyond reasonable and disclosed limits. All such exchanges must be pre-approved and documented to avoid undue influence or bias in business decision-making.

The policy requires complete transparency and prohibits hidden or unreported transactions. Any attempt to use gifts or entertainment to obtain business advantages is strictly forbidden. Through this stance, YAPP INDIA maintains ethical business interactions, prevents corruption risks, and ensures that professional relationships remain objective and in the company's best interest.

6.5 Outside Business Interests

Employees of YAPP INDIA must fully disclose any secondary employment, consultancy, or business activity that may interfere with their duties or present a potential conflict of interest. Engagement in outside business that competes with or undermines company interests is strictly prohibited. Employees are encouraged to maintain professional loyalty and dedication to their role within the company. Approvals for secondary business activities may be granted only when they do not compromise time, responsibilities, or decision-making integrity. Undisclosed conflicts will result in corrective action. By enforcing transparency, the company ensures that personal business pursuits never compromise corporate objectives or ethical standards.

6.6 Related-Party Transactions

All related-party transactions involving employees, directors, or their close associates must be fully disclosed, reviewed, and approved by YAPP INDIA's Board of Directors. Transactions must be conducted at arm's length, ensuring fairness, compliance with laws, and protection of stakeholder interests. Failure to disclose such relationships undermines transparency and is prohibited. The company maintains strict internal controls, independent audit oversight, and disclosure mechanisms to detect and prevent such conflicts. By requiring transparency and Board review, YAPP INDIA safeguards its governance framework and ensures that personal interests never override the company's responsibility to act with fairness, accountability, and integrity.

6.7 Biased Procurement Decisions

Procurement processes at YAPP INDIA must be fair, competitive, and based solely on objective criteria such as quality, cost, reliability, and ESG compliance. Personal relationships, financial inducements, or outside influence must not affect supplier selection or purchasing decisions. Employees involved in procurement must avoid situations where their impartiality can be questioned and are required to disclose any potential conflicts. Procurement decisions will be documented and subject to periodic audits for transparency. By enforcing impartiality in supplier engagement, YAPP INDIA ensures ethical supply chain practices, reduces corruption risks, and reinforces its commitment to responsible, transparent, and sustainable business operations.

6.8 Fair Approval Process

YAPP INDIA strictly prohibits the use of personal influence, gifts, or connections to regulators or government officials to obtain approvals, licenses, or favorable treatment. All regulatory interactions must be transparent, documented, and in full compliance with applicable national and international anti-corruption laws. Employees must report any undue requests from external parties that may constitute bribery or favoritism. The company fosters responsible engagement with regulators, ensuring compliance, fairness, and ethical governance. Any misuse of personal influence not only jeopardizes the company's reputation but also violates laws. YAPP INDIA's commitment to ethical compliance ensures credibility and trust in regulatory relationships.

6.9 Accurate Financial Reporting

YAPP INDIA is committed to ensuring accuracy, transparency, and integrity in all financial reporting. Employees or managers must not manipulate or misrepresent data for personal or external interests, such as achieving bonuses, concealing losses, or influencing company performance for personal benefit. Financial records must reflect true and fair views of the company's performance, consistent with global reporting standards. The company has established internal audit systems, independent reviews, and Board oversight to prevent financial misreporting. Any employee found engaging in unethical financial reporting will face strict disciplinary measures, ensuring accountability and stakeholder confidence in corporate governance and performance disclosure.

6.10 Political Contributions Bias

YAPP INDIA maintains a transparent and responsible approach to political contributions and lobbying activities. Any contributions must be pre-approved by the Board of Directors, aligned with company values, and compliant with applicable laws. Contributions influenced by personal affiliations, preferences, or conflicts of interest are strictly prohibited. Employees must not use company resources or position for personal political support. Transparent disclosures of contributions will be made to stakeholders when required. This ensures neutrality in political activities, prevents misuse of company assets, and reinforces YAPP INDIA's reputation as an ethical organization that prioritizes long-term sustainability over short-term influence.

6.11 Community Engagement Conflicts

YAPP INDIA's community engagement and CSR initiatives are designed to address genuine social and environmental needs, not personal affiliations or favoritism. Employees must not influence the selection of CSR projects for the benefit of friends, family, or personal interests. Projects will be assessed based on their societal impact, alignment with ESG priorities, and benefit to communities. Transparent governance will guide project selection and funding. By avoiding conflicts in community investment decisions, YAPP INDIA ensures that resources are used effectively, stakeholders' trust is maintained, and the company's commitment to social responsibility reflects genuine, equitable, and sustainable community development.

6.12 Accurate Research Standards

Research, innovation, and product testing at YAPP INDIA must be objective, accurate, and free from personal or financial influence. Employees must not manipulate or conceal test results to serve external interests or gain personal advantage. Independent review processes and transparent reporting of outcomes will be enforced. Collaborations with third parties must follow strict due diligence to prevent conflicts of interest. Integrity in research ensures product safety, compliance with regulations, and customer trust. By eliminating bias and protecting scientific integrity, YAPP INDIA safeguards both its business reputation and its role as a responsible manufacturer in the automotive industry.

6.13 Transparent ESG Reporting

YAPP INDIA is committed to ensuring that all ESG data and disclosures are complete, accurate, and free from personal or organizational bias. Employees must not manipulate sustainability reports to meet targets, improve perceptions, or conceal risks for personal or departmental gain. ESG reporting will be independently reviewed and externally assured where required. Any misrepresentation undermines stakeholder confidence and is a breach of this policy. Transparent and ethical reporting is central to the company's sustainability commitments. By enforcing accountability and independence, YAPP INDIA ensures its ESG performance reflects reality, strengthening credibility and trust with investors, regulators, and communities.

7.0 ESG Objectives

1. Sustainability Issue : Merit Over Connections
Objective : Ensure recruitment and promotions are based solely on merit
Measure : % of positions filled through merit-based evaluation
Target Value : ≥65% ↑

2. Sustainability Issue : Supplier Favoritism
Objective : Prevent favoritism in supplier selection and maintain fairness
Measure : % of suppliers evaluated through transparent criteria
Target Value : ≥70% ↑

3. Sustainability Issue : Protect Sensitive Informatio
Objective : Safeguard sensitive business and stakeholder information
Measure : % of employees trained in confidentiality protocols
Target Value : ≥65% ↑

4. Sustainability Issue : Integrity in Hospitality
Objective : Avoid undue influence from gifts or hospitality
Measure : % of employees declaring gifts/hospitality received
Target Value : 75% ↑

5. Sustainability Issue : Outside Business Interests
Objective : Prevent conflicts from employees' external business interests
Measure : % of disclosures of outside interests reviewed annually
Target Value : 60% ↑

6. Sustainability Issue : Related-Party Transactions
Objective : Ensure transparency and fairness in related-party dealings
Measure : % of related-party transactions disclosed to compliance
Target Value : 100% ↑

7. Sustainability Issue : Biased Procurement Decisions
Objective : Eliminate bias in procurement and vendor selection
Measure : % of procurement processes audited for fairness
Target Value : ≥90% ↑

8. Sustainability Issue : Fair Approval Process
Objective : Ensure impartiality in approvals of projects and expenses
Measure : % of approvals reviewed under dual-authority system
Target Value : ≥85% ↑

9. Sustainability Issue : Accurate Financial Reporting
Objective : Maintain transparency and accountability in financial records
Measure : % of financial audits completed without major non-compliance
Target Value : 65% ↑

10. Sustainability Issue : Political Contributions Bias
Objective : Prevent bias in political donations and maintain neutrality
Measure : % of political contributions reviewed by compliance
Target Value : 70% ↑

11. Sustainability Issue : Community Engagement Conflicts
Objective : Ensure community projects are free from favoritism or bias
Measure : % of projects aligned with CSR and ESG framework
Target Value : ≥90% ↑

12. Sustainability Issue : Accurate Research Standards
Objective : Maintain transparency and objectivity in R&D findings
Measure : % of R&D reports peer-reviewed
Target Value : ≥65% ↑

13. Sustainability Issue : Transparent ESG Reporting
Objective : Publish clear, unbiased ESG reports for stakeholders
Measure : % of ESG disclosures externally verified
Target Value : 65% ↑

8.0 Applicable Standards, Laws, and Acts

- Foreign Corrupt Practices Act (1977)
- UNCAC (United Nations Convention Against Corruption)
- UN Global Compact (Principles 10 – Anti-Corruption)
- OECD Guidelines for Multinational Enterprises
- ISO 26000 Social Responsibility
- GRI Standards – Governance, Ethics, and Integrity
- Indian Companies Act, 2013
- Prevention of Corruption Act, 1988 (India)

9.0 Policy Distribution

This policy will be communicated to all employees, suppliers, contractors, and stakeholders through induction programs, and compliance training. It will be available on the company intranet, Stakeholders will receive periodic awareness campaigns and reminders through newsletters and notices. Managers and compliance officers will conduct workshops to reinforce understanding and address queries. Updates to the policy will be disseminated promptly. Suppliers and contractors are contractually required to comply with this policy, with adherence monitored through periodic audits and reviews, ensuring transparency, inclusivity, and accountability across the value chain.

10.0 Annual Review

This policy will undergo annual review by the Ethics & Compliance Committee in consultation with the Internal Audit team and ESG Steering Committee. Reviews will ensure alignment with evolving legal requirements, global anti-corruption standards, and stakeholder expectations. Employee surveys, audit reports, and external feedback will be considered in the review process. Recommendations for updates will be submitted to the Board for approval. Any significant changes will be promptly communicated to all stakeholders. This process ensures continuous improvement, strengthens governance, and maintains the highest standards of ethical integrity, transparency, and conflict-of-interest management across all levels of the organization.

11.0 Disciplinary Action for Policy Violators

Violations of this policy will be subject to strict disciplinary measures, including counseling, formal warnings, suspension, demotion, or termination of employment, depending on the severity of the offense. Where applicable, cases may be escalated to external regulatory or legal authorities. For suppliers and contractors, breaches may result in termination of contracts, blacklisting, and disqualification from future engagements. Any retaliatory action against whistle blowers will result in immediate disciplinary consequences. By holding violators accountable, YAPP INDIA reinforces its zero-tolerance stance on unethical behavior and ensures that personal interests never compromise business ethics, stakeholder trust, or long-term sustainability objectives.

12.0 Reporting Mechanism

YAPP INDIA provides multiple confidential and secure reporting channels for disclosing actual or potential conflicts of interest, including a dedicated email address, telephone hotline, online portal, and direct access to compliance officers. Reports may be submitted anonymously, with strict confidentiality guarantees and a non-retaliation commitment. All reported cases will be independently reviewed by the Ethics & Compliance Committee, with outcomes documented and tracked. Stakeholders may also approach an independent third-party service provider for impartial reporting. Awareness sessions will ensure all employees and partners understand how to use the mechanism. Periodic reports will be shared with senior leadership and the Board.

13.0 Conclusion

YAPP INDIA is committed to conducting business with the highest integrity, ensuring that private interests never compromise professional duties. By preventing conflicts of interest, we safeguard transparent decision-making, fair business practices, and stakeholder trust. This policy reflects our alignment with international anti-corruption frameworks, ESG principles, and local legal requirements. Through robust governance, secure reporting channels, regular reviews, and disciplinary measures, we maintain accountability across all levels. Our approach ensures long-term sustainability, compliance, and value creation for employees, customers, investors, regulators, and communities. Ultimately, this policy strengthens our ethical foundation and enhances our reputation as a responsible corporate citizen.

32. Sustainable Sourcing Guidelines Policy

YAPP INDIA/SMS/POLICY- 32

1.0 Purpose

The purpose of this policy is to ensure that YAPP INDIA integrates environmental sustainability principles into procurement decisions, minimizing environmental impacts throughout the supply chain. By promoting responsible sourcing, supplier accountability, and alignment with global standards, this policy reinforces our ESG commitments and supports long-term value creation for stakeholders.

2.0 Scope of the Policy

This policy applies to all procurement activities carried out by YAPP India across its global operations. It covers all direct and indirect suppliers, subcontractors, service providers, and business partners involved in the manufacturing and assembly of plastic fuel tank systems and related components. The policy extends across raw material sourcing, production processes, logistics, and waste management. It applies equally to domestic and international suppliers and aligns with YAPP India's ESG framework. By clearly defining its scope, YAPP India ensures comprehensive coverage of sustainability issues across every tier of the supply chain.

3.0 Governance

The governance of this policy rests with the Board-level ESG Committee, supported by the Procurement and Sustainability teams. The committee ensures compliance with global standards, monitors supplier performance, and reports progress in annual ESG disclosures. Senior management is accountable for embedding sustainable procurement into operations and supplier engagement practices.

4.0 Definition of Terms

- **Sustainable Procurement**: Purchasing goods and services in a way that achieves value for money while minimizing negative environmental, social, and economic impacts.
- **Supply Chain**: All upstream and downstream partners, including raw material suppliers, logistics providers, contractors, and service providers.
- **Environmental Footprint**: Total environmental impact including emissions, energy, water use, and waste generated.
- **Responsible Sourcing**: Ensuring suppliers follow ethical, social, and environmental practices in line with YAPP INDIA's standards.

5.0 Roles and Responsibilities

The Procurement Department, in collaboration with the ESG Committee, will be responsible for implementing this policy. Buyers will integrate environmental sustainability criteria into supplier evaluations, while suppliers must comply with the outlined requirements. Senior Management will oversee compliance, approve key sustainability initiatives, and allocate resources for capacity building. Employees engaged in procurement must undergo training to ensure full understanding of environmental sustainability in sourcing. Suppliers are responsible for providing transparent data, certifications, and corrective actions when needed. Shared accountability between YAPP India and suppliers ensures this policy is effectively enforced throughout the supply chain.

6.0 Sustainable Sourcing Guidelines

6.1 Green Supplier Incentives

To promote excellence in sustainability, YAPP INDIA implements incentive programs that recognize and reward suppliers with outstanding environmental performance. These programs encourage suppliers to continuously improve their practices by offering benefits such as preferred supplier status, access to new business opportunities, and public recognition through sustainability awards. Incentives are tied to demonstrated progress in reducing emissions, conserving resources, managing waste responsibly, and protecting biodiversity. By linking performance with tangible rewards, we create positive motivation for suppliers to align with our ESG commitments. This approach fosters long-term collaboration, innovation, and shared responsibility for sustainability outcomes.

6.2 Environmental Supplier Evaluation

YAPP INDIA will regularly assess suppliers on their environmental practices through structured questionnaires, sustainability self-assessments, and third-party evaluations. These assessments verify compliance with environmental laws and ensure effective implementation of risk mitigation strategies. Suppliers must provide transparent data on energy use, emissions, water consumption, waste handling, and biodiversity impact. The process can be conducted remotely to minimize operational disruption, while still ensuring accuracy and accountability. Results are reviewed internally to identify high-risk suppliers, and corrective action plans are developed where necessary. This structured assessment process strengthens supplier accountability, prevents environmental harm, and promotes sustainable practices across our supply chain.

6.3 Environmental Supplier Commitment

YAPP India requires all suppliers and subcontractors to manage their operations in ways that minimize negative impacts on the environment. This includes proper waste disposal, control of emissions, and compliance with all relevant environmental regulations, including ISO 14001.

Suppliers must demonstrate evidence of environmental permits, certifications, and operational controls to reduce pollution. We expect suppliers to adopt cleaner production technologies, energy-efficient practices, and eco-friendly materials. Any supplier engaging in activities that cause environmental harm or violate applicable laws will be subject to corrective action, and failure to improve may lead to discontinuation of business relationships with YAPP India.

6.4 Employee Voice Empowerment

YAPP INDIA values the voices of workers and communities impacted by supply chain operations. We will implement worker voice surveys, anonymous feedback channels, and grievance mechanisms accessible to suppliers' employees, local communities, and other rights-holders. These mechanisms are designed to identify risks of adverse environmental and social impacts, provide early warning signals, and enable responsive actions. Our grievance systems are built on accessibility, non-retaliation, and confidentiality, ensuring safe and transparent reporting. All reported concerns are investigated promptly, and corrective actions are implemented with supplier cooperation. This approach strengthens accountability, safeguards rights-holders, and reinforces our sustainable procurement commitments.

6.5 Audit and Governance

Suppliers must comply with all applicable environmental laws, ISO 14001 standards, and YAPP India's ESG requirements. Regular audits, assessments, and supplier evaluations will be conducted to verify compliance and ensure alignment with sustainability goals. Suppliers are required to set measurable targets for reducing emissions, energy consumption, and waste while enhancing environmental performance. We encourage open communication, training, and capacity building to improve environmental awareness and competence among supplier staff. Continuous improvement and transparent reporting will be key criteria for long-term supplier relationships, ensuring accountability, innovation, and sustainable progress across the supply chain.

6.6 Ethical Audit Framework

YAPP INDIA is committed to conducting systematic on-site and virtual audits of its suppliers to ensure adherence to mandatory sustainability requirements. Audits may be announced or unannounced, depending on the risk profile of the supplier, and are designed to identify non-conformances with environmental standards. These audits review compliance with environmental regulations, waste management protocols, pollution controls, and resource efficiency measures. Findings are used to monitor the effectiveness of sustainability programs, assess supplier performance, and guide improvement actions. Audit outcomes directly influence supplier evaluations, with repeated non-compliance leading to sanctions or termination of business relationships.

6.7 Adverse Impact Assessment

We prioritize suppliers who demonstrate efficient use of resources, including energy, water, and raw materials, and those who actively promote biodiversity protection. Suppliers must avoid over-exploitation of scarce resources and unsustainable sourcing practices that contribute to deforestation or ecosystem degradation. Preference will be given to suppliers who utilize renewable, recyclable, or biodegradable materials and incorporate life-cycle thinking into their products. We encourage continuous efforts to reduce carbon intensity, minimize environmental footprints, and support circularity in production. Sustainable sourcing will be a core requirement in supplier selection and evaluation to ensure long-term resilience of our supply chain.

6.8 Ethical Buyer Metrics

YAPP INDIA integrates sustainable procurement objectives directly into the performance reviews of its procurement professionals. Buyers are assessed not only on traditional procurement metrics such as cost and quality, but also on their ability to select and manage suppliers with strong environmental credentials. Performance appraisals include targets related to supplier sustainability assessments, contract compliance, risk management, and ESG integration in procurement decisions. This ensures that accountability for sustainable procurement rests with individuals who interact with suppliers daily. By embedding sustainability into performance management, we drive consistent, organization-wide alignment with our environmental and social responsibility goals.

6.9 Resource Efficiency Policy

YAPP India encourages suppliers to embed circular economy principles into their operations by adopting reuse, recycling, and remanufacturing practices. Products and packaging should be designed for durability, minimal waste, and maximum recyclability. Suppliers are expected to implement sustainable packaging solutions, recover and reprocess production waste, and reduce landfill contributions. Preference will be given to suppliers who demonstrate commitment to reducing single-use plastics, improving material recovery systems, and promoting extended product life cycles.

6.10 Supplier Capacity Building

YAPP INDIA believes that sustainable supply chains require continuous supplier development. We support our suppliers through capacity-building initiatives aimed at improving environmental practices and reducing sustainability risks. Suppliers are encouraged to upgrade facilities, adopt cleaner technologies, and strengthen their environmental management systems. We also facilitate the sharing of best practices across our supplier network, fostering collaboration and continuous improvement. Capacity-building efforts may be proactive or in response to audit findings, ensuring that suppliers are equipped to prevent, mitigate, and remediate adverse environmental impacts responsibly.

6.11 Environmental Procurement Training

YAPP INDIA recognizes that procurement professionals play a critical role in driving sustainable sourcing. We provide specialized training programs for all buyers to strengthen their knowledge of environmental risks, sustainability standards, and supply chain due diligence practices. Training modules cover topics such as carbon reduction, pollution control, biodiversity preservation, hazardous waste handling, and responsible raw material sourcing. These programs ensure buyers are equipped with the skills and awareness to make informed decisions that balance cost, quality, and sustainability. By empowering buyers, we ensure that procurement decisions consistently reflect our ESG commitments and contribute to reducing environmental impacts.

6.12 Sustainable Supplier Agreements

YAPP INDIA is committed to embedding environmental responsibility into its supply chain through the integration of sustainability clauses into all supplier contracts. These clauses outline clear expectations on compliance with environmental laws, sustainable sourcing practices, and proactive risk management measures. They cover areas such as carbon reduction, waste minimization, pollution prevention, and biodiversity protection. The provisions extend beyond contract subject matter and serve as binding commitments for suppliers to align with our ESG objectives. Breaches of these clauses will trigger contractual sanctions, including warnings, remediation requirements, and potential contract termination, ensuring accountability and environmental due diligence.

7.0 ESG Objectives

1. Sustainability Issue : Green Supplier Incentives
Objective : Encourage suppliers to adopt environmentally friendly
Measure : % of suppliers rewarded for green initiatives
Target Value : 20% ↑

2. Sustainability Issue : Environmental Supplier Evaluation
Objective : Assess suppliers based on environmental performance
Measure : % of suppliers evaluated using environmental criteria
Target Value : 90% ↑

3. Sustainability Issue : Environmental Supplier Commitment
Objective : Ensure suppliers commit to environmental standards
Measure : % of suppliers signing environmental compliance agreements
Target Value : 100% ↑

4. Sustainability Issue : Employee Voice Empowerment
Objective : Strengthen supplier accountability through worker voice
Measure : % of suppliers with grievance redressal systems verified
Target Value : 85% ↑

5. Sustainability Issue : Audit and Governance
Objective : Strengthen governance of supplier environmental practices
Measure : % of suppliers audited annually for environmental compliance
Target Value : 75% ↑

6. Sustainability Issue : Ethical Audit Framework
Objective : Implement structured environmental and ethical audit
Measure : % of audits conducted under ethical audit framework
Target Value : 80% ↑

7. Sustainability Issue : Resource Sustainability Commitment
Objective : Ensure suppliers commit to sustainable use of natural resource
Measure : % of suppliers adopting sustainable resource management
Target Value :85% ↑

8. Sustainability Issue : Ethical Buyer Metrics
Objective : Track buyer performance on ethical and environmental
Measure : % of procurement decisions reviewed under ethical buyer metrics
Target Value : 90% ↑

9. Sustainability Issue : Resource Efficiency Policy
Objective : Promote efficient use of energy, water, and raw materials in supply chain
Measure : % of suppliers with documented resource efficiency policies
Target Value : 70% ↑

10. Sustainability Issue : Supplier Capacity Building
Objective : Build supplier knowledge and capacity for environmental practices
Measure : Number of suppliers trained in environmental sustainability
Target Value : 50 ↑

11. Sustainability Issue : Environmental Procurement Training
Objective : Train procurement teams in environmental sustainability practices
Measure : % of procurement staff trained
Target Value : 100% ↑

12. Sustainability Issue : Sustainable Supplier Agreements
Objective : Integrate sustainability requirements into supplier contracts
Measure : % of supplier contracts including sustainability clauses
Target Value : 95% ↑

8.0 Applicable Acts, Laws, and Standards

This policy is guided by international and national standards including: ISO 14001 (Environmental Management), REACH Regulation, RoHS Directive, UN Global Compact, Paris Agreement commitments, and relevant Indian environmental regulations such as the Environment Protection Act, 1986 and Hazardous Waste Management Rules as applicable. Compliance with these frameworks ensures suppliers uphold legal obligations while aligning with global best practices. YAPP India expects suppliers to meet or exceed these requirements and provide evidence of certification or compliance. This alignment guarantees that our procurement practices are legally sound and environmentally sustainable.

9.0 Actions Against Policy Violators

YAPP India will take a strict approach to policy violations. Suppliers found violating environmental laws, engaging in unsustainable practices, or failing to comply with this policy will be required to implement corrective action plans within a defined timeframe. Repeated or severe violations may result in suspension, contract termination, or removal from the approved supplier list. Public reporting of significant violations may also be considered to ensure accountability. This enforcement mechanism reinforces the seriousness of YAPP India's commitment to sustainability and ensures that only suppliers aligned with our ESG values continue in our supply chain.

10.0 Monitoring and Performance Tracking

YAPP India will monitor this policy through supplier audits, self-assessments, and ESG performance reporting. Key metrics include supplier certification rates, emissions reductions, use of recyclable materials, and conflict-free sourcing compliance. Supplier performance scorecards will track progress annually, and results will be shared transparently with stakeholders. Data will be used to identify trends, risks, and opportunities for improvement. Monitoring also involves benchmarking suppliers against industry best practices. By systematically tracking supplier environmental performance, YAPP India ensures accountability, continuous improvement, and measurable progress toward sustainability objectives across the entire supply chain.

11.0 Annual Review and Policy Distribution

This policy will be reviewed annually by YAPP India's ESG Committee to ensure alignment with evolving regulations, industry best practices, and stakeholder expectations. Updates will be communicated to all suppliers, employees, and stakeholders. The policy will be distributed through contracts, supplier workshops, company intranet, to ensure widespread awareness. Feedback from suppliers, workers, and stakeholders will be incorporated during revisions. Annual reviews will also assess the effectiveness of implementation and monitoring systems. By committing to regular reviews and transparent distribution, YAPP India ensures this policy remains dynamic, relevant, and impactful.

12.0 Reporting Mechanism

YAPP INDIA provides a transparent reporting mechanism for employees and suppliers to raise concerns regarding environmental violations in procurement practices. Complaints can be submitted through the confidential whistleblower hotline, company intranet portal, or via email to the ESG compliance team. All reports will be investigated independently, maintaining confidentiality and protection from retaliation. Findings will be reviewed by the ESG Committee and corrective actions will be implemented. Quarterly summaries of reported issues and resolutions will be shared with senior management. Anonymous reporting will also be accepted to encourage maximum participation in ensuring sustainable procurement practices.

13.0 Conclusion

This Sustainable Procurement Policy on Environmental Issues reinforces YAPP INDIA's commitment to integrating ESG considerations into procurement practices. By engaging with suppliers to minimize environmental impacts, the company ensures responsible sourcing, regulatory compliance, and long-term value creation. Through supplier code of conduct, assessments, audits, and continuous improvement, YAPP INDIA will proactively address sustainability risks. This policy aligns with global frameworks such as the UN Global Compact and ISO 26000 as applicable while contributing to India's environmental protection goals.

33. Diverse Sourcing Practices Policy

YAPP INDIA/SMS/POLICY- 33

1.0 Purpose

The purpose of this policy is to strengthen YAPP INDIA's commitment to supplier diversity as a driver of sustainable, ethical, and inclusive procurement. By integrating Environmental, Social, and Governance (ESG) principles into supply chain management, YAPP INDIA aims to ensure fair opportunities for diverse suppliers, including small and medium enterprises (SMEs), women-owned, minority-owned, local, and socially disadvantaged businesses. This policy promotes transparency, resilience, and long-term value creation in line with global sustainability standards.

2.0 Scope of Application

This policy applies to all employees, procurement teams, business partners, and suppliers engaged by YAPP INDIA. It covers manufacturing, assembly, logistics, raw material sourcing, and component procurement. Geographically, it extends to all YAPP INDIA operations in India and global supply partners aligned with the company's operations and exports.

3.0 Governance

The ESG Steering Committee, chaired by senior management, oversees this policy. Procurement and Supply Chain teams are responsible for its execution, while Internal Audit reviews compliance with supplier diversity requirements. Annual ESG performance reports, including supplier diversity progress, will be presented to the Board to ensure accountability and continuous improvement.

4.0 Definition of Terms

- **Supplier Diversity:** Inclusion of businesses owned by women, minorities, local entrepreneurs, SMEs, and socially disadvantaged groups in the procurement process.
- **Local Supplier:** A supplier operating within India, preferably near YAPP INDIA's manufacturing locations, reducing logistics impact.
- **Diverse Supplier:** Businesses that demonstrate ownership, management, or operation by underrepresented groups.
- **SME:** Small and Medium Enterprises as defined by the Indian Ministry of MSME.

5.0 Roles and Responsibilities

- **Management:** Approve and oversee the implementation of supplier diversity objectives.
- **Procurement Team:** Identify, evaluate, and integrate diverse suppliers into the supply chain.
- **Suppliers:** Adhere to ESG, ethical, and legal requirements in alignment with this policy.
- **Employees:** Ensure procurement activities align with supplier diversity commitments.

6.0 Diverse Sourcing Practices

6.1 Equitable Supply Chain

YAPP INDIA is committed to ensuring that its procurement practices foster inclusivity, fairness, and equal opportunity for all types of suppliers, including local, women-owned, minority-owned, and small and medium enterprises (SMEs). To achieve this, the company will implement transparent, merit-based supplier selection processes, free from favoritism or bias, while embedding ESG principles into evaluation frameworks. Inclusive sourcing will not only strengthen supply chain resilience but also support economic development and diversity in the markets we operate. Regular monitoring, supplier audits, and public reporting will be conducted to ensure accountability, continuous improvement, and alignment with our sustainability goals

6.2 Sustainability Knowledge Divide

YAPP INDIA understands that many suppliers, particularly SMEs, may face challenges in adopting and implementing ESG standards due to limited resources or awareness. To mitigate this, the company will provide structured capacity-building initiatives such as ESG training sessions, compliance toolkits, and joint sustainability projects. By equipping suppliers with knowledge and support, YAPP INDIA creates a collaborative ecosystem that fosters long-term partnerships. This inclusive approach enables suppliers to improve their sustainability practices, strengthens compliance across the supply chain, and ensures collective progress toward ESG goals, positioning the company and its partners as leaders in responsible and sustainable business practices.

6.3 Supplier Workforce Fairness

YAPP INDIA requires all suppliers to uphold the highest standards of workplace ethics, ensuring that their employees are protected from discrimination, harassment, and unfair treatment. Suppliers must comply with local labor laws, international human rights conventions, and ESG principles by fostering safe, inclusive, and respectful work environments. The company will assess supplier practices through certifications, compliance checks, audits, and grievance redressal mechanisms. Procurement decisions will consider a supplier's commitment to equal opportunity, diversity, and ethical employment practices. By holding suppliers accountable, YAPP INDIA promotes fairness, dignity, and integrity across the supply chain, ensuring long-term, responsible partnerships.

6.4 Supplier Environmental Breach

YAPP INDIA recognizes that non-compliance with environmental laws or sustainability standards by suppliers poses significant risks to operations and reputation. The company will therefore partner only with suppliers who demonstrate adherence to environmental regulations, sustainable resource management, and carbon reduction initiatives. Environmental compliance will be integrated into supplier assessments, contracts, and audits to ensure accountability and continuous improvement. Additionally, YAPP INDIA will support suppliers in adopting green practices by sharing knowledge and encouraging innovation in waste reduction, energy efficiency, and hazard management. This commitment ensures that procurement practices not only meet but also exceed global environmental expectations.

6.5 Procurement Equity Gap

YAPP INDIA acknowledges that limited inclusion of local, women-owned, minority-owned, and SME suppliers can weaken supply chain resilience and restrict socio-economic growth. To address this, the company is committed to embedding supplier diversity into its procurement framework. Fair opportunities will be extended to diverse suppliers to participate in bidding processes, supported by a robust supplier database that highlights their capabilities. By fostering equal access and promoting suppliers who align with inclusive employment, ethical practices, and environmental responsibility, YAPP INDIA ensures a sustainable and competitive supply chain that reflects both national priorities and international ESG principles.

6.6 Inclusive Supply Practices

YAPP INDIA is committed to addressing social inequities that may exist within the supply chain, including forced labor, child labor, unsafe working conditions, and discrimination. The company requires all suppliers to uphold international labor standards, human rights frameworks, and local laws to ensure fairness and dignity at work. Engagement with suppliers will include assessments of workplace conditions, policies on non-discrimination, and fair wage practices. By mandating ethical conduct and fostering inclusivity, YAPP INDIA strengthens supplier accountability while safeguarding employee well-being across the supply chain. This approach not only ensures compliance but also contributes to broader social equity and justice.

6.7 Hidden Supplier Risks

YAPP INDIA acknowledges that lack of transparency in supplier operations can increase risks of corruption, favoritism, and biased procurement. To ensure integrity, the company requires suppliers to openly disclose information on ESG performance, certifications, and compliance with ethical and regulatory standards. Procurement decisions will be made based on merit, sustainability alignment, and proven commitment to responsible practices. This culture of openness fosters accountability, builds trust among stakeholders, and reduces reputational risks. By insisting on transparent practices, YAPP INDIA not only safeguards ethical governance but also promotes long-term relationships with suppliers who share the company’s values of fairness and sustainability.

7.0 ESG Objectives

1. Sustainability Issue : Equitable Supply Chain
Objective : Promote fairness and equal opportunity across suppliers
Measure : % of diverse suppliers engaged in procurement
Target Value : 15% ↑

2. Sustainability Issue : Sustainability Knowledge Divide
Objective : Reduce gaps in sustainability awareness among suppliers
Measure : Number of suppliers trained in ESG practices
Target Value : 12 ↑

3. Sustainability Issue : Supplier Workforce Fairness
Objective : Ensure fair labor and equal opportunity within supplier
Measure : % of suppliers audited for workforce fairness compliance
Target Value : 85% ↑

4. Sustainability Issue : Supplier Environmental Breach
Objective : Minimize risks from suppliers' environmental non-compliance
Measure : Number of reported environmental breaches by suppliers
Target Value : 2 ↓

5. Sustainability Issue : Procurement Equity Gap
Objective : Reduce inequities in awarding contracts to underrepresented
Measure : % of contracts awarded to underrepresented suppliers
Target Value : 15% ↑

6. Sustainability Issue : Inclusive Supply Practices
Objective : Strengthen inclusivity in sourcing and supplier selection
Measure : % of sourcing decisions aligned with inclusive practices
Target Value : 90% ↑

7. Sustainability Issue : Hidden Supplier Risks
Objective : Identify and mitigate hidden risks in supplier operations
Measure : % of suppliers screened through risk assessment
Target Value : 75% ↑

8.0 Applicable Standards, Laws, and Acts

- **International:** Universal Declaration of Human Rights,
- ILO Conventions,
- UN Global Compact (10 principles),
- OECD Guidelines for Multinational Enterprises, ISO 26000,

- GRI Standards, OHSAS 18001.
- **National (India):** Companies Act 2013,
- MSME Development Act 2006,
- SEBI Business Responsibility and Sustainability Reporting (BRSR) Framework,
- Labor Laws, Equal Opportunity Acts,
- Environment Protection Act 1986,
- Hazardous Waste Rules, and CSR Guidelines.

9.0 Policy Distribution

This policy will be distributed across all departments, suppliers, contractors, and key stakeholders to ensure awareness and compliance. It will be published on the company intranet and to provide easy access for employees and external partners. In addition, awareness sessions and training programs will be conducted for procurement teams and business partners to ensure they understand the objectives and requirements of supplier diversity. By embedding this policy across all levels of operations, YAPP INDIA ensures consistent adoption, promotes accountability, and builds a culture of inclusion and fairness throughout its supply chain and procurement practices.

10.0 Annual Review

The ESG Steering Committee will review this policy annually to ensure relevance, effectiveness, and alignment with evolving ESG standards. Supplier diversity metrics, targets, and outcomes will be reassessed regularly to identify gaps and opportunities for improvement. Adjustments will be made in response to changes in industry best practices, stakeholder feedback, and national or international compliance requirements. The review process will also evaluate supplier engagement levels, performance outcomes, and progress toward inclusivity goals. By adopting a structured review cycle, YAPP INDIA ensures continuous improvement, accountability, and commitment to building a diverse, resilient, and sustainable supplier base across operations.

11.0 Disciplinary Action for Policy Violators

YAPP INDIA enforces strict measures to ensure compliance with the Supplier Diversity Policy. Non-compliance by employees or suppliers may result in progressive disciplinary action. This may include written warnings, mandatory corrective action plans, or, in severe cases, termination of contracts with suppliers found in violation. Employees who fail to adhere to the policy may face disciplinary measures in accordance with the company's Code of Conduct. These actions reinforce accountability and safeguard the integrity of business practices. By establishing clear consequences, YAPP INDIA emphasizes its zero-tolerance stance on unethical behavior and commitment to building a fair, transparent, and inclusive supply chain.

12.0 Reporting Mechanism

YAPP INDIA encourages employees, suppliers, and business partners to report concerns, violations, or unethical practices related to supplier diversity. Reporting can be done through the Whistleblower Mechanism or ESG Helpdesk, both of which allow for anonymous submissions to protect individuals from retaliation. All reports will be handled confidentially, thoroughly investigated, and addressed with appropriate corrective actions. Regular awareness campaigns will be conducted to ensure stakeholders understand how to use these channels. By providing a transparent and safe reporting mechanism, YAPP INDIA fosters trust, strengthens accountability, and ensures policy violations are addressed promptly to maintain integrity in supplier relationships.

13.0 Conclusion

YAPP INDIA affirms its strong commitment to embedding supplier diversity as a core component of its ESG framework. This policy reinforces equal opportunity, supports the development of local and diverse suppliers, and fosters long-term resilience within the supply chain. By driving inclusivity, YAPP INDIA not only enhances its competitiveness but also contributes to sustainable economic growth in India. The policy aligns with national priorities and international best practices, ensuring ethical governance and transparent business operations. Through continuous improvement, stakeholder engagement, and measurable targets, YAPP INDIA demonstrates its dedication to sustainability, inclusiveness, and responsible supply chain management for the future.

34. Employee Engagement Policy

YAPP INDIA/SMS/POLICY- 34

1.0 Purpose

The purpose of this policy is to promote structured, transparent, and inclusive engagement within YAPP INDIA. By fostering communication between employees, management, and other stakeholders, we aim to strengthen employee participation, improve working conditions, enhance workplace safety, and ensure long-term business sustainability through collaboration.

2.0 Scope of Application

This policy applies to all employees, managers, contractors, and supply chain partners of YAPP INDIA across all manufacturing and assembly operations in India. It also extends to stakeholders where relevant, covering production sites, administrative offices, and supplier facilities, ensuring consistent engagement practices across all business areas.

3.0 Governance

The Human Resources Department, in coordination with the **Employee Engagement Committee**, is responsible for implementing this policy under the supervision of the ESG Steering Committee. Oversight is provided by senior management, who ensure alignment with national labor laws, international standards, and corporate sustainability objectives.

4.0 Definitions of Terms

- **Employee Engagement**: Structured communication between employers and employees.
- **Employee Delegates**: Individuals nominated or designated by teams/departments to voice collective concerns.
- **Engagement Committees**: Employee groups formed for workplace consultation and communication.
- **Dialogue Sessions**: Negotiation, consultation, or exchange of information between management and employees through structured forums.

5.0 Roles and Responsibilities

- **Senior Management**: Ensure compliance with laws and international standards.
- **HR Department**: Facilitate engagement forums, maintain grievance mechanisms, and monitor implementation.
- **Employee Delegates**: Voice employee concerns and feedback, and contribute to solutions.
- **Supervisors/Managers**: Encourage open communication and resolve issues promptly.

6.0 Employee Engagement Policy

6.1 Discrimination Prevention Pact

YAPP INDIA engages with **Employee Delegates** to prevent, report, investigate, and remediate discrimination and harassment in the workplace. Confidential reporting channels are available, and whistleblowers are protected.

6.2 Procurement Standards Breach

YAPP INDIA extends its engagement commitment beyond internal operations to its supply chain. Suppliers must adhere to labor and ESG standards, with grievance channels accessible to supplier workers.

6.3 Workplace Safety Pact

Health and safety commitments are formalized with **Employee Delegates**, ensuring compliance with national labor laws. Roles, responsibilities, and procedures for safety are clearly defined.

6.4 Workplace Conditions Risk

YAPP INDIA ensures transparent communication on working condition through open forums and **Employee Delegates**, with grievance mechanisms for quick resolution.

6.5 Collective Pay Framework

Equitable wage structures are defined, reviewed periodically against industry benchmarks and cost-of-living adjustments.

6.6 Workplace Safety Discussion

Employee Delegates participate in safety forums and committees, contributing to reviews aligned with ISO 45001 standards.

6.7 Employee Delegation Framework

YAPP INDIA formally recognizes **Employee Delegates** and engagement committees as structured platforms for consultation on workplace matters, career development, training, and safety.

6.8 Retention Development Gap

Career development is integrated into engagement processes. Feedback from **Employee Delegates** informs training and upskilling initiatives to improve retention.

6.9 Professional Development Agreement

Training and development programs are reviewed with **Employee Delegates** to ensure fairness, accessibility, and alignment with organizational growth.

6.11 Work Hours

Work hours, overtime, and leave entitlements are discussed with **Employee Delegates** to ensure fair practices and work-life balance.

6.12 Operational Interruption Threat

Proactive dialogue with **Employee Delegates** helps resolve issues early, reducing risks of disruption and ensuring smooth operations.

7.0 ESG Objectives

1. Sustainability Issue : Discrimination Prevention Pact
Objective : Strengthen inclusivity and equal opportunity through social dialogue
Measure : % of employees covered under anti-discrimination pact
Target Value : 100% ↑

2. Sustainability Issue : Procurement Standards Breach
Objective : Ensure suppliers comply with fair labor and social dialogue standards
Measure : % of suppliers audited for compliance
Target Value : 95% ↑

3. Sustainability Issue : Workplace Safety Pact
Objective : Enhance employee engagement in workplace safety agreements
Measure : % of workforce engaged in safety pact
Target Value : 100% ↑

4. Sustainability Issue : Workplace Conditions Risk
Objective : Improve social dialogue on working conditions and employee well-being
Measure : % of grievances resolved through dialogue
Target Value : 90% ↑

5. Sustainability Issue : Collective Pay Framework
Objective : Establish transparent and fair collective pay agreements
Measure : % of employees covered under collective pay discussions
Target Value : 100% ↑

6. Sustainability Issue : Workplace Safety Discussion
Objective : Foster continuous discussions on health and safety improvements
Measure : No. of safety dialogue meetings conducted annually
Target Value : 12 ↑

7. Sustainability Issue : Employee Delegation Framework
Objective : Empower employee representatives in decision-making processes
Measure : % of employees represented by delegates
Target Value : 100% ↑

8. Sustainability Issue : Retention Development Gap
Objective : Strengthen retention through career development dialogue
Measure : % reduction in employee turnover
Target Value : 10% ↓

9. Sustainability Issue : Professional Development Agreement
Objective : Enhance employee growth opportunities via structured dialogue
Measure : % of employees with development plans
Target Value : 90% ↑

10. Sustainability Issue : Work Hours
Objective : Ensure compliance with fair work hours through consultation
Measure : % of compliance with agreed work-hour limits
Target Value : 100% ↑

11. Sustainability Issue : Operational Interruption Threat
Objective : Reduce operational disruptions through proactive dialogue mechanisms
Measure : No. of operational disputes escalated
Target Value : 0 ↓

8.0 Applicable Standards, Laws, Acts

- Universal Declaration of Human Rights
- ILO Fundamental Conventions
- ISO 26000 (Social Responsibility)
- ISO 45001 (Occupational Health & Safety)
- UN Global Compact – Principles 1–6
- OECD Guidelines for Multinational Enterprises

- Indian Labour Codes (Industrial Relations Code, 2020, Factories Act, 1948)
- Applicable local workplace safety laws

9.0 Policy Distribution

The Employee Engagement Policy will be communicated to all employees through multiple accessible channels to ensure awareness and understanding. These include inclusion in employee handbooks, uploading on the company intranet, coverage during induction training, and physical display on notice boards across facilities. Supply chain partners and contractors will also receive official copies to align engagement practices. Regular reminders, awareness sessions, and refresher communications will reinforce the importance of consistent compliance with this policy.

10.0 Annual Review

The Employee Engagement Policy will undergo an annual review led by the ESG Steering Committee to ensure its relevance, effectiveness, and alignment with evolving best practices. Input will be sought from Employee Delegates and other key stakeholders to capture diverse perspectives. The review findings, including any updates or improvements, will be transparently documented and disclosed within the company's annual sustainability report, reinforcing accountability and continuous enhancement of employee engagement practices.

11.0 Disciplinary Action

Strict adherence to this policy is mandatory. Any violations, including but not limited to acts of retaliation against Employee Delegates, attempts to silence employees, or obstruction of open dialogue, will attract disciplinary measures. For employees, these actions may include formal warnings, suspension, or termination. For suppliers and contractors, violations may result in contract suspension or termination. This ensures integrity, fairness, and accountability in maintaining the company's employee engagement framework.

12.0 Reporting Mechanism

Employees and stakeholders are provided with multiple confidential channels to report concerns or policy violations, ensuring accessibility and trust. These include a dedicated hotline, secure grievance boxes, designated email contact with HR, and direct escalation to the Employee Engagement Committee. All reports are handled with strict confidentiality, and whistleblower protections are guaranteed. Retaliation against reporters is prohibited, with all complaints investigated promptly, fairly, and transparently to maintain an open culture of accountability.

13.0 Conclusion

Through this Employee Engagement Policy, YAPP INDIA reaffirms its commitment to open communication, workplace fairness, and employee well-being. By maintaining structured engagement processes with Employee Delegates, YAPP INDIA safeguards employee rights, strengthens safety culture, and ensures sustainable growth in alignment with ESG best practices.

35. Protecting Natural Ecosystems Policy

YAPP INDIA/ ESG/POLICY- 35

1.0 Purpose

The purpose of this policy is to safeguard biodiversity and ensure YAPP INDIA's operations and products contribute positively to local ecosystems. We aim to minimize adverse impacts on species, habitats, and genetic resources, while promoting responsible use of materials, sustainable disposal practices, and protection of animal welfare in alignment with ESG principles.

2.0 Scope of Application

This policy applies to all employees, contractors, and stakeholders engaged in the manufacture, assembly, and lifecycle management of plastic fuel tank systems and components at YAPP INDIA. It covers all business operations, supply chains, and product end-of-life handling across India and international markets where our products are sold.

3.0 Governance

Biodiversity governance is overseen by the ESG Steering Committee, reporting to the Board. The Environment & Sustainability team monitors compliance with biodiversity policies, ensures alignment with international standards, and engages suppliers and stakeholders. Senior management is accountable for implementation, while all employees share responsibility for biodiversity protection.

4.0 Definition of Terms

- **Biodiversity**: Variety of species, habitats, and genetic resources within ecosystems.
- **Animal Welfare**: Ethical treatment ensuring no harm, neglect, or exploitation of animals.
- **Sustainability** Risks: Environmental, social, or governance-related impacts that may arise

5.0 Roles and Responsibilities

- **Board of Directors**: Approve biodiversity policy and oversee compliance.
- **ESG Committee**: Ensure alignment with international frameworks.
- **Operations Team:** Implement eco-friendly practices in production and disposal.
- **Suppliers**: Adhere to biodiversity standards in material sourcing.
- **Employees**: Comply with internal biodiversity protocols and training programs.

6.0 Protecting Natural Ecosystems Policy

6.1 Contaminated Soil Risk Control

We recognize that landfilling and improper disposal of fuel tanks may leach harmful substances into soils, reducing fertility and threatening biodiversity. YAPP INDIA is committed to eliminating this risk by ensuring that no discarded product components enter uncontrolled landfill sites. Instead, we will promote safe recovery and recycling practices, guided by Indian and international waste regulations. Through supplier and contractor engagement, all waste streams will be carefully monitored to avoid contamination incidents. By doing so, we safeguard soil health, agricultural productivity, and the species that depend on land ecosystems, supporting long-term biodiversity protection and sustainability objectives.

6.2 Hazardous Waste Management

Certain fuel tank components may contain additives or residues that pose risks to ecosystems when improperly disposed of. YAPP INDIA is committed to eliminating hazardous chemicals where feasible and ensuring that all product disposal processes comply with REACH, Indian environmental laws, and global chemical safety standards. We will conduct strict supplier audits, phase out toxic substances, and prioritize safer material alternatives. In cases where hazardous substances cannot be eliminated, we will ensure their safe collection and treatment to prevent contamination. This commitment protects biodiversity, human health, and animal welfare, while aligning with our ESG sustainability objectives.

6.3 Greenhouse Gas Management

Incineration of plastic fuel tanks at end-of-life contributes to greenhouse gas emissions, accelerating climate change and indirectly impacting biodiversity. YAPP INDIA will actively discourage incineration as a disposal method and instead promote responsible recycling, reuse, and material recovery practices. Where incineration cannot be avoided, only facilities with energy recovery and emission control technologies will be used. We also commit to exploring low-carbon alternatives and supporting global initiatives for climate mitigation.

6.4 Minimizing Environmental Impact

Improperly managed plastic waste contributes to habitat degradation, disrupting ecosystems and reducing biodiversity. YAPP INDIA acknowledges this risk and will implement eco-design, reverse logistics, and waste diversion strategies to minimize our environmental footprint. Our policy discourages uncontrolled dumping and emphasizes partnerships with certified waste handlers who prioritize biodiversity protection. By focusing on resource recovery and circularity, we aim to prevent land-use pressures caused by mismanaged waste.

This approach contributes to preserving forests, wetlands, and urban green spaces, ensuring habitats remain viable for species survival and ecosystem services. Protecting biodiversity through waste responsibility is central to our ESG mission.

6.5 Plastic Pollution Animal Risk

Plastic waste can harm wildlife through ingestion or entanglement, threatening animal welfare and biodiversity. YAPP INDIA is committed to preventing product leakage into natural environments by promoting take-back schemes, recycling, and community awareness programs. We will actively engage customers in responsible disposal practices and develop labeling systems that clearly indicate recycling options. By ensuring proper end-of-life management, we aim to eliminate the risk of wildlife interacting with harmful waste. Our commitment extends to protecting not only ecosystems but also animal welfare, reinforcing the importance of ethical responsibility in our operations and lifecycle product management.

6.6 Environmental Waste Protection

Illegal dumping of fuel tanks and components poses significant risks to biodiversity, public health, and local ecosystems. YAPP INDIA strictly prohibits unauthorized disposal practices across its operations and supply chains. All waste will be handled by certified contractors with transparent chain-of-custody documentation. We will monitor and audit disposal activities to detect and prevent violations. Employees, contractors, and partners found facilitating illegal dumping will face disciplinary measures. This commitment ensures that our end-of-life products are always managed responsibly, protecting natural habitats and biodiversity while maintaining compliance with international waste management regulations and sustainability frameworks.

6.7 Non-Degradable Material Controls

Plastic materials used in fuel tanks are inherently non-biodegradable, posing long-term risks to ecosystems when improperly managed. YAPP INDIA is committed to investing in research and innovation to identify bio-based or biodegradable alternatives for product design. We will collaborate with academic institutions, industry peers, and recyclers to explore new materials that reduce environmental persistence. Until alternatives are fully developed, we will ensure existing materials are recycled responsibly and do not enter uncontrolled waste streams.

6.8 Enhancing Recycling Practices

In many regions, recycling infrastructure is underdeveloped, creating risks of improper disposal and biodiversity impacts. YAPP INDIA acknowledges this challenge and will collaborate with local authorities, NGOs, and industry partners to build and strengthen recycling capacity.

Our policy includes supporting take-back programs and extending producer responsibility to cover regions with limited waste systems. By engaging in capacity building and knowledge sharing, we will contribute to global sustainability while ensuring our products are disposed of responsibly, regardless of geography. This approach ensures equitable biodiversity protection across diverse markets and enhances our global ESG leadership.

7.0 ESG Objectives

1. Sustainability Issue : Contaminated Soil Risk Control
Objective : Prevent soil contamination from operations
Measure : Number of soil contamination incidents
Target Value : ↓0

2. Sustainability Issue : Hazardous Waste Management
Objective : Ensure safe disposal of hazardous materials
Measure : % of hazardous waste disposed safely
Target Value : ↑100

3. Sustainability Issue : Greenhouse Gas Management
Objective : Reduce GHG emissions affecting biodiversity
Measure : % reduction in GHG emissions
Target Value : ↓5%

4. Sustainability Issue : Minimizing Environmental Impact
Objective : Limit overall environmental footprint
Measure : % of processes with minimized environmental impact
Target Value : ↑65%

5. Sustainability Issue : Plastic Pollution Animal Risk
Objective : Protect wildlife from plastic pollution
Measure : Number of wildlife incidents related to plastics
Target Value : ↓0

6. Sustainability Issue : Environmental Waste Protection
Objective : Safeguard ecosystems from operational waste
Measure : % of waste securely contained
Target Value : ↑100%

7. Sustainability Issue : Non-Degradable Material Controls
Objective : Reduce usage of non-degradable materials
Measure : % reduction in non-degradable material use
Target Value : ↓15%

8. Sustainability Issue : Enhancing Recycling Practices
Objective : Increase recycling to support biodiversity
Measure : % of waste recycled
Target Value : ↑70%

8.0 Applicable Standards, Laws, Acts

- ISO 14001, ISO 26000, ISO 14040 (LCA)
- EU REACH Regulations
- EU Directive on Packaging & Packaging Waste
- United Nations Global Compact (10 Principles)
- Indian Biodiversity Act, 2002
- Forest Conservation Act, 1980
- Wildlife Protection Act, 1972
- GRI Standards, CDP, Responsible Care, OECD Guidelines

9.0 Policy Distribution

This policy will be communicated to all employees, suppliers, contractors, and customers. It will be included in the company's induction programs, supplier contracts, and employee handbooks. It will also be displayed on YAPP INDIA's intranet, official website, and sustainability reports to ensure transparency. Quarterly training sessions will reinforce biodiversity awareness and operational compliance. Suppliers will be required to acknowledge adherence as part of onboarding. External stakeholders, including local communities, regulatory agencies, and NGOs, will have access to this policy through our ESG communications. Policy distribution ensures wide understanding, participation, and accountability across the value chain.

10.0 Annual Review

This policy will be reviewed annually by the ESG Steering Committee to ensure relevance, alignment with new biodiversity regulations, and integration of emerging sustainability risks. The review will assess operational impacts on biodiversity, evaluate effectiveness of KPIs, and incorporate stakeholder feedback. Updates will reflect regulatory developments such as REACH, EU Directives, and India's biodiversity laws. Performance reports will be published in the annual ESG report. Corrective actions and new initiatives will be introduced where gaps are identified. The updated version will be communicated across the company and to external stakeholders to maintain transparency and accountability.

11.0 Disciplinary Action for Policy Violators

Violations of this policy, including non-compliance with biodiversity protection measures, will be taken seriously. Depending on the severity, disciplinary actions may include verbal/written warnings, retraining, suspension, or termination of employment/contract. For suppliers and contractors, breaches may result in contract termination, penalties, or removal from the approved vendor list. Regulatory violations will be reported to authorities as required. Repeat offenders will face stricter consequences. Disciplinary measures aim not only to enforce compliance but also to reinforce the company's culture of sustainability, accountability, and respect for biodiversity. Remedial actions will also be mandated to address impacts caused by violations.

12.0 Reporting Mechansiam

Employees, suppliers, and stakeholders may report biodiversity-related concerns through confidential channels, including the ESG Helpdesk, a 24/7 whistleblowing hotline, and a dedicated email ID. Reports may include violations, habitat disturbances, improper disposal practices, or animal welfare concerns. Anonymous submissions will be allowed, and all reports will be investigated promptly by the ESG Compliance Team. Findings will be reported to senior management, with corrective actions mandated. Feedback will be provided to the reporter (where applicable). All concerns will be documented for audit and regulatory compliance. This mechanism ensures transparency, accountability, and continuous improvement in biodiversity protection.

13.0 Conclusion

YAPP INDIA recognizes biodiversity as a foundation of sustainable development. By implementing this policy, we commit to protecting ecosystems, minimizing our ecological footprint, and ensuring responsible end-of-life management of our products. Our approach integrates regulatory compliance, stakeholder engagement, and innovation to safeguard species, habitats, and animal welfare. Through proactive risk management, measurable KPIs, and transparent reporting, we will continuously improve our biodiversity performance. This policy reinforces our ESG vision of creating long-term value while respecting the environment and society. Protecting biodiversity is not only a responsibility but also an opportunity to contribute to a sustainable future

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Acknowledgement of Receipt for Policy

I hereby acknowledge that I have received a copy of the Policy. I understand that it is my responsibility to thoroughly read the contents of the Policy and adhere to the policies, rules, and regulations outlined therein.

By signing below, I confirm my commitment to comply with the principles and guidelines stated in the Policy.

Signature :

Name : Rohan Desai

Date : 6th April, 2025