



SPECTRON

Environment Policy Effective Date: 05.01.2026

Revision: 01

Approved By: Management

Applicability: All eligible employees across functions and locations

1. Purpose

The purpose of this policy is to demonstrate the Company's commitment to environmental protection, sustainability, and responsible business practices by minimizing adverse environmental impact and promoting efficient use of natural resources.

2. Scope

This policy applies to:

- All employees across functions and locations
- Contract workers, consultants, and trainees
- Vendors, suppliers, and service providers engaged with the Company

3. Policy Statement

The Company is committed to conducting its operations in an environmentally responsible manner by:

- Complying with applicable environmental laws and regulations
- Preventing pollution and minimizing waste
- Promoting conservation of energy, water, and natural resources
- Encouraging environmentally responsible behavior among employees and stakeholders

4. Environmental Objectives

The Company aims to:

- Reduce environmental footprint arising from business operations
- Promote paper reduction and digital processes
- Encourage recycling, reuse, and waste segregation
- Improve awareness of environmental responsibilities

5. Compliance with Environmental Laws

SPECTRON ENGINEERS PRIVATE LIMITED

An ISO 9001 : 2015 Certified Company

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The Company shall comply with all applicable environmental laws and regulations, including but not limited to:

- Environmental Protection Act, 1986
- Air (Prevention and Control of Pollution) Act, 1981
- Water (Prevention and Control of Pollution) Act, 1974
- Applicable state pollution control norms

Where statutory permissions or consents are required, the Company shall obtain and maintain the same.

6. Resource Management

The Company encourages responsible use of resources, including:

- Efficient use of electricity and water
- Switching off lights, equipment, and systems when not in use
- Optimizing consumption of office supplies

7. Waste Management

- Waste shall be managed responsibly through reduction, segregation, reuse, and recycling.
- Hazardous waste, if any, shall be handled and disposed of strictly in accordance with statutory requirements.
- Employees are encouraged to follow waste segregation practices at the workplace.

8. Paperless & Digital Initiatives

The Company promotes:

- Digital documentation and approvals
- Reduced printing and photocopying
- Electronic communication wherever feasible

9. Roles & Responsibilities

Management

- Provide direction and resources for environmental initiatives
- Ensure compliance with environmental obligations

Employees

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- Follow environmentally responsible practices
- Adhere to waste segregation and conservation guidelines
- Report unsafe or environmentally harmful practices

Vendors & Contractors

- Comply with applicable environmental norms while operating at Company premises
- Follow Company environmental guidelines, where applicable

10. Awareness & Training

- Environmental awareness may be promoted through internal communication, training, or campaigns.
- Employees shall be encouraged to contribute ideas for improving environmental performance.

11. Reporting & Corrective Action

- Any environmental incident, non-compliance, or unsafe practice must be reported to Management or HR.
- Appropriate corrective and preventive actions shall be taken.

12. Non-Compliance

Violation of this policy may result in disciplinary action as per Company policy and applicable laws.

13. Continuous Improvement

The Company is committed to continual improvement of its environmental performance through periodic review of practices, processes, and initiatives.

14. Statutory Compliance

This policy is framed in alignment with applicable Indian environmental laws and regulatory requirements. In case of any conflict, statutory provisions shall prevail.

15. Policy Review & Amendment

The Company reserves the right to amend, modify, or withdraw this policy in line with changes in law, business requirements, or environmental objectives.

Employee–HR Communication on Environment Policy

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Employee: Why does the Company have an Environment Policy?

HR Representative: The policy ensures that we operate responsibly, comply with environmental laws, and contribute positively to sustainability while conducting our business.

Employee: What is expected from employees under this policy?

HR Representative: Employees are expected to conserve resources, reduce waste, follow segregation practices, and avoid activities that may harm the environment.

Employee: Does this policy apply to vendors as well?

HR Representative: Yes. Vendors and contractors operating at our premises are expected to follow basic environmental norms and Company guidelines.

Employee: Thank you. It's good to see environmental responsibility being taken seriously.

HR Representative: You're welcome. Environmental responsibility is a shared effort, and every small action counts.

Yours Sincerely,

For **Spectron Engineers Pvt. Ltd.**



Authorised Signatory

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