

	<h1>ESG Policy</h1>	Doc. No	RW-P2-09-01-04
		Rev. No	0
		Issue Date	24-12-2024

Policy Overview:

Rockman Industries is committed to sustainability, ethical governance, social responsibility, stakeholder integrity, and continuous improvement across all aspects of its operations. Our ESG values are integrated into every aspect of the business.

- 1. Commitment to Sustainability:** *We are dedicated to minimize our environmental impact through sustainable practices.*

We are committed to carbon neutrality and becoming water positive by adopting advanced technologies and optimizing processes. We implement circular economy practices and extend sustainability initiatives across our entire value chain—from product development to dispatch
- 2. Social Responsibility and Workforce Engagement:** *We foster a diverse, inclusive, and supportive work environment.*

Our commitment extends to supporting professional development, promoting employee well-being, and upholding human rights throughout our supply chain. We actively engage with communities and contribute to education and development initiatives.
- 3. Ethical Governance:** *Strong governance is the foundation of our business.*

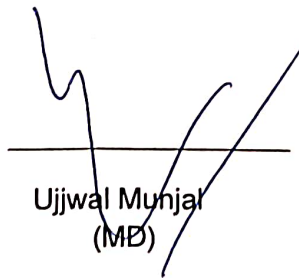
We ensure transparency, robust oversight, and proactive risk management, guided by our Code of Ethics. Stakeholder engagement including our suppliers is key, and we integrate their feedback into our governance processes.
- 4. Customer and Value Chain Integrity:** *We prioritize delivering exceptional service and maintaining ethical practices throughout our value chain.*

Rockman Industries is committed to upholding high standards in customer interactions, ethical procurement, and reducing environmental impacts, ensuring our operations align with our ESG values.
- 5. Continuous Improvement and Accountability:** *We are committed to continuous improvement in our ESG performance.*

Our ESG Committee, which reports directly to the Board, drives our sustainability efforts by promoting best practices and ensuring strong governance. We regularly monitor, assess, and report on our ESG initiatives to achieve ongoing improvement.



Kaushik Manna
(CEO)



Ujjwal Munjal
(MD)



Suman Kant Munjal
(Chairman)