

BIODIVERSITY & LAND USE POLICY

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1. Policy Statement

The organization is committed to protecting biodiversity and promoting responsible land use across its operations. We recognize that industrial activities can impact ecosystems, natural habitats, and local biodiversity if not properly managed.

The organization aims to prevent biodiversity loss, minimize land degradation, and support conservation efforts through responsible planning, pollution prevention, resource efficiency, and continuous improvement practices.

Top management is committed to providing the necessary resources, support, and oversight to achieve the objectives and targets outlined in this policy.

2. Purpose

The purpose of this policy is to define the organization's approach to biodiversity protection and sustainable land use. It establishes principles for avoiding, minimizing, and mitigating adverse impacts on ecosystems while supporting responsible development and long-term environmental stewardship.

3. Scope

This policy applies to all operational sites, including manufacturing facilities, warehouses, utility areas, green belts, and associated infrastructure under the organization's control. It also extends to contractors, suppliers, and service providers whose activities may influence land use, habitat condition, or biodiversity in and around operational locations.

4. Applicable Laws, Regulations & Guiding Frameworks**4.1 National Regulations**

- Environment (Protection) Act
- Biological Diversity Act
- Forest Conservation Act (where applicable)
- Wildlife Protection Act
- Local land-use, zoning, and environmental clearance requirements

4.2 International Guidelines

- ISO 14001 environmental management principles
- Convention on Biological Diversity (CBD) principles

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- GRI 304: Biodiversity

5. Alignment With UN Sustainable Development Goals (SDGs)

This policy supports the following SDGs:

- SDG 12 – Responsible Consumption & Production
- SDG 13 – Climate Action
- SDG 14 – Life Below Water (*where applicable*)
- SDG 15 – Life on Land

6. Objectives and Targets**6.1 Qualitative Objectives**

The organization aims to:

- Avoid operations in legally protected or ecologically sensitive areas wherever feasible.
- Prevent pollution that may adversely impact soil, water bodies, flora, and fauna.
- Protect and conserve local ecosystems, native species, and biodiversity by minimizing operational impacts on habitats, flora, fauna, and ecological resources.
- Maintain and enhance green belt areas within operational sites.
- Promote native plantation and habitat-friendly landscaping practices.
- Integrate biodiversity considerations into site development and expansion planning.
- Raise employee awareness on biodiversity conservation and responsible land use.
- Encourage suppliers and contractors to adopt responsible land-use practices.

6.2 Quantitative Targets

The organization will work toward:

- Ensuring 100% compliance with applicable biodiversity, land-use, and environmental clearance requirements.
- Maintaining or increasing green cover within operational premises through plantation and landscaping programs.

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- Achieving 100% survival rate monitoring for plantation activities conducted at sites.
- Maintaining zero incidents of illegal land use, deforestation, or encroachment.
- Conducting periodic biodiversity or environmental risk assessments for sites where applicable.

7. Implementation Approach

7.1 Land Use Planning and Control

- Ensure land development activities comply with statutory approvals and zoning requirements.
- Avoid unnecessary land disturbance during construction, expansion, or infrastructure development.

7.2 Biodiversity Protection Measures

- Maintain green belts, buffer zones, and natural vegetation within site boundaries.
- Use native and drought-resistant plant species for landscaping and plantation.

7.3 Pollution Prevention

- Prevent soil and water contamination through effective waste management, spill control, and effluent treatment.
- Control air emissions, noise, and runoff that may impact surrounding ecosystems.

7.4 Plantation and Conservation Programs

- Undertake tree plantation and green belt development initiatives within or around facilities.
- Support biodiversity-friendly initiatives such as pollinator habitats, water conservation features, or habitat restoration where feasible.

7.5 Awareness and Training

- Conduct periodic awareness programs for employees and contractors on biodiversity protection and land-use responsibility.

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7.6 Supplier and Contractor Engagement

- Communicate biodiversity and land-use expectations to suppliers and contractors.
- Encourage compliance with legal and environmental requirements during project execution.

8. Roles and Responsibilities

Role	Responsibilities
Top Management	Approve policy; allocate resources; review biodiversity and land-use performance.
Sustainability / ESG Team/EHS	Monitor biodiversity-related initiatives; coordinate plantation programs; maintain records and compliance data.
Engineering / Projects	Ensure responsible land-use planning; minimize land disturbance during construction or expansion.
EHS Team	Monitor environmental risks; prevent pollution impacts on ecosystems; support compliance activities.
Department Heads	Ensure adherence to land-use controls and biodiversity practices at site level.
Employees	Follow site guidelines; protect green areas; report environmental risks or damage.
Suppliers & Contractors	Comply with site environmental rules; avoid ecological damage during operations.

9. Monitoring, Review & Disclosure

9.1 Monitoring

The organization will maintain and periodically review biodiversity, land-use, plantation, and ecological risk data to monitor progress against established objectives and targets.

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9.2 Internal Review

Periodic reviews will assess compliance with land-use regulations and effectiveness of biodiversity initiatives.

9.3 Management Review

Senior management will review biodiversity and land-use performance at least annually.

9.4 Documentation

Records related to land-use approvals, plantation activities, compliance documents, and audits will be maintained.

9.5 Disclosure

Relevant information may be shared with stakeholders or authorities as required through appropriate communication channels.

10. Document Control & Approval

This document is controlled and becomes effective only after formal preparation, review, and approval. Any revisions must follow the established document control process. Only the latest approved version of this policy shall be used for operational purposes.

		
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