



## BIODIVERSITY POLICY

### 1. Purpose

The purpose of this Biodiversity Policy is to protect, conserve, and enhance biodiversity within and around our business operations. The organization recognizes that biodiversity is essential for ecological balance, sustainable development, and the well-being of current and future generations.

### 2. Scope

This policy applies to all employees, contractors, suppliers, and stakeholders associated with the organization's operations, projects, and activities.

### 3. Policy Statement

We are committed to:

- ❖ Preventing and minimizing adverse impacts on biodiversity and natural habitats.
- ❖ Promoting conservation, restoration, and sustainable use of ecosystems.
- ❖ Integrating biodiversity considerations into our decision-making, planning, and operational practices.
- ❖ Complying with all applicable environmental laws, regulations, and international best practices.
- ❖ Supporting initiatives and partnerships that promote biodiversity awareness and protection.

### 4. Objectives

- ❖ Identify, assess, and manage risks and opportunities related to biodiversity.
- ❖ Reduce habitat loss, deforestation, and land degradation caused by business activities.
- ❖ Protect endangered species and sensitive ecosystems in operational areas.
- ❖ Encourage sustainable resource use and circular economy principles.
- ❖ Promote biodiversity awareness among employees, suppliers, and communities.

### 5. Implementation

- ❖ Conduct Environmental Impact Assessments (EIA) for projects in ecologically sensitive areas.



- ❖ Develop biodiversity management and monitoring plans.
- ❖ Collaborate with local communities, NGOs, and government agencies for conservation projects.
- ❖ Train employees on biodiversity importance and sustainable practices.
- ❖ Regularly review and update biodiversity performance through audits and reporting.

## 6. Monitoring and Reporting

- ❖ Set measurable biodiversity targets and track performance against them.
- ❖ Publish biodiversity and sustainability progress in annual reports.
- ❖ Ensure transparency through stakeholder engagement.

## 7. Responsibility

- ❖ Senior Management: Provide leadership and allocate resources for biodiversity initiatives.
- ❖ Environmental & Sustainability Team: Implement biodiversity programs, monitoring, and reporting.
- ❖ All Employees: Follow biodiversity guidelines and support conservation activities.

## 8. Review

This policy will be reviewed annually (or as required) to ensure its effectiveness, relevance, and compliance with evolving environmental standards and regulations.

**Reviewed By**  
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**Approved By**  
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