

Guidelines / Policy	Business Area	Environmental, Social and Governance (ESG)
	Title	Climate Change and Biodiversity Policy
	Version	01
	Issue Date	11.09.2024

Document History				
Version	Date of Issue	Author	Brief Description of Change	Reviewed By
1	11.09.2024	Chief of ESG	New Policy Implementation	Group CEO

I. Introduction to the Policy

Climate change stands as one of the paramount challenges confronting humanity today. Trident understands the importance of climate change and hence is dedicated to reducing the environmental impact of its business activities in line with global best practices. Trident is committed to addressing climate change by identifying risks and opportunities and integrating adaptation measures into the business continuity plans and risk management processes.

Trident also recognizes biodiversity as a vital resource for combating climate change and is dedicated to its preservation and enhancement. We are committed to safeguarding and improving biodiversity, implementing appropriate actions in the operational decisions, and promoting sustainable business practices protecting the natural environment. We are committed towards conserving, enriching, and promoting the efficient and sustainable use of natural resources and raw materials in business activities, while maximizing the utilization of alternate or waste materials as eco-friendly measures.

II. Applicability

This policy is applicable to all sites of the trident group. We encourage all our subsidiaries, entire value chain, consultants, contractors, vendors, service providers, suppliers, business partners, or those associated with us in any other capacity, directly or indirectly to adopt this policy.

III. Policy Objective

Climate Change:

Trident is deeply committed to combating climate change by taking proactive steps to reduce its greenhouse gas (GHG) emissions. We are resolute to actively pursue measurable goals and targets for emission reduction as integral parts of our long-term management strategies.

Trident is committed to address climate change and emission reduction by:

- Continually assess climate related risks and opportunities, identify response actions and incorporate appropriate adaptation response measures into the risk management system.
- Engaging in climate change advocacy and shaping regulations in business sectors.
- Developing roadmap to reduce greenhouse emissions across all our operations and value chain.
- Identifying and implementing opportunities for energy and carbon savings by investing in low-emission alternatives and renewable energy for operational needs.
- Measuring, monitoring, reporting and auditing our greenhouse gas emissions and targets and tracking the progress periodically.
- Assessing potential partnership opportunities for mitigating and adapting to climate change.
- Engaging with suppliers to assist them reduce their carbon footprint and minimize their environmental impact.
- Raising awareness among stakeholders towards climate change and encouraging them to adopt measures for energy and carbon savings.

Biodiversity:

We shall adhere to relevant national, regional and local laws and regulations and integrate various national and international nature conservation strategies.

Trident is committed to enhancing biodiversity through various initiatives:

- We shall make utmost effort to mitigate, or minimize as far as possible, any interference with other areas of the natural world
- We shall conduct impact assessment studies and implement mitigation measures, including offsetting residual impacts.
- We shall strive to conduct biodiversity risk assessments in our operations to prepare biodiversity conservation plans.
- Discouraging deforestation by preserving and maintaining the existing green cover at all the operational sites and compensating through future afforestation efforts.
- We shall strive to implement water conservation measures such as rainwater harvesting and recycling to reduce freshwater consumption.

- Sustaining efforts to raise awareness among suppliers and other stakeholders about the importance of conserving biodiversity and the sustainable use of natural resources.
- Collaborating on biodiversity conservation activities with stakeholders, including local governments, employees, farmers, communities, independent groups, and non-governmental organizations.
- We shall comply with all biodiversity-related laws and regulations in full.

IV. Training and awareness

Employees and other relevant stakeholders shall be informed about this policy's contents at the time of orientation and whenever any updates are being made.

For comprehensive information on training programs and skill development, please refer to Trident's separate policy document titled "Capacity and Capability Policy." It is essential to read and understand this part of the policy in conjunction with the same.

V. Governance of the Policy

Climate change, Biodiversity and afforestation initiatives shall be undertaken by the ESG Committee, integrated at Board and Corporate level. The ESG committee shall regularly monitor the company's progress toward the net zero targets and commitments, biodiversity goals, making necessary adjustments to ensure adherence to its environmental commitments. It is responsible to implement and monitor responsible conservation practices throughout the company.

The policy will undergo an annual review for necessary revisions and updates or sooner when deemed necessary.

Responsibility Matrix

2.	Implementation/Execution	Head of Engineering, Chief of ESG
3.	Monitoring	ESG Committee
4.	Auditing	Audit Committee
5.	Ownership	Group CEO

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For Trident Limited

Deepak Nanda
(Managing Director)