

	<b>Human Resource Department</b>	DOC. REF. NO.	ESG-POL-17
		REVISION	00
	<b>BIO DIVERSITY POLICY</b>	DATE	15.06.2022
		PAGE	1 OF 1

**OBJECTIVE:**

All phases of the life cycle of “Rubber Products” have an impact on water, air, land, and the ecosystem depends on them. Being an environmentally conscious manufacturer of Rubber products, We at “Fishfa Rubbers” recognizes the impacts of its operational activities on the ecosystem and values its dependence on biodiversity.

We are committed to its sustainable management through systematic Biodiversity assessment and Biodiversity management including Alien species and IUCN species.

**STATEMENT:**

To the mainstream, the concept of biodiversity in this factory value chain and adopt a precautionary approach for sustainable management of biodiversity in all decision-making processes so that the earth’s variety of life is ensured in and around the Organization.

**APPLICABILITY:**

The Organization and also each employee is a partners in implementing the policy.

**PRINCIPLES:**

**This policy is guided by the following principles.**

- Considering of biodiversity in all business decisions right from planning to operations and Logistics.
- Minimization of adverse impacts on biodiversity through the right combination of best industry practices and state of art technologies e.g. developing green areas, and training employees on topics of Bio-diversity.

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ESG-POL-17

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DATE

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PAGE

2 OF 1

- Biodiversity goals are not limited to statutory and regulatory compliances but are aimed at the continual improvement of biodiversity.
- Provision of accountability in all locations and creating systems to respond to any aberration.
- Capacity building through inclusiveness and regular knowledge sharing on biodiversity with employees and concerned stakeholders.

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