

CARBORUNDUM UNIVERSAL LIMITED (CUMI) SUSTAINABLE SOURCING POLICY

CUMI is committed to responsible, ethical, and environmentally sustainable sourcing across its commercial process. This policy establishes a unified framework to ensure that all procurement decisions support environmental stewardship, social responsibility, and long-term business resilience. It reflects CUMI's priorities and is designed to meet evolving global sustainability expectations.

1. Environmental Responsibility

- Prioritize goods and services with lower environmental impact.
- Reduce greenhouse gas emissions and energy consumption.
- Effective water and waste management.
- Ensure safe handling, storage, and environmentally responsible disposal of hazardous materials.
- Promote robust environmental management systems such as ISO 14001.
- Support circularity through reuse, recycling, and minimization of lifecycle impacts.
- Transition towards renewable energy and energy-efficient technologies.
- Prohibition on the use of mercury-containing products unless legally mandated.
- Prohibit use of banned / restrictive substances.

2. Ethical and Social Responsibility

- Prohibit child labour, forced labour, slavery, discrimination and harassment.
- Ensure safe and healthy working conditions for all including contract, migrant labours, etc.
- Provide fair wages and comply with statutory labour requirements.
- Respect freedom of association and employee rights.
- Avoid activities that negatively impact local communities or cultural heritage.
- Follow responsible sourcing practices.
- Create an inclusive workplace.

3. Governance, Compliance & Traceability

- Ensure compliance with applicable ESG related regulatory requirements.
- Incorporate ESG due diligence to identify, mitigate risks in supplier evaluation and monitoring process.
- Monitor performance and improvement mechanisms.
- Enforce transparency, integrity, and anti-corruption practices.
- Adhere to the CUMI supplier code of conduct.
- To take a comprehensive approach to manage human rights and address any actual or potential adverse impact.

4. Biodiversity & Natural Resource Protection

- Avoid sourcing linked to deforestation, ecosystem degradation, or biodiversity loss.
- Protect soil, water bodies, flora, and fauna during material extraction and processing.
- Use natural resources responsibly and adopt conservation-focused practices.

5. Supplier Partnership & Capability Building

- Promote sustainability performance.
- Provide awareness on environmental, safety, and social standards.
- Encourage innovation, local sourcing, and long-term value creation.
- Ensure equal opportunity, fairness, and transparency in procurement decisions.

This Sustainable Sourcing Policy reflects CUMI's commitment to building a responsible, transparent, and future-ready supply chain. By integrating environmental care, ethical practices, and operational excellence, CUMI aims to strengthen business resilience while contributing to a more sustainable world.

Approved by
Sridharan Rangarajan,
Managing Director
on 26th March 2026.