WATER MANAGEMENT POLICY

SKIPPER
Limited

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1. Introduction

Skipper Limited (hereinafter referred to as "Skipper") recognizes water management as a significant environmental and business risk that requires proactive and structured management. As a diversified manufacturer, we are conscious of the water management impacts associated with our operations, resource use, and value chain activities.

This Water Management Policy outlines our approach to identifying, managing, and mitigating water-related risks and opportunities across all business segments. It aligns with applicable national and international standards, including the UN SDGs, IFRS-S2 requirements, ISO standards, and India's NGRBC Principles. It is subject to applicable laws such as the Companies Act, 2013 and SEBI Listing Regulations, which will take precedence in case of any conflict.

2. Purpose

This policy aims to:

- Define and reinforce Skipper's ESG commitments.
- Embed sustainability into culture and decision-making.
- Integrate ESG goals into Skipper's business strategy, operations and projects.
- Establish targets, track performance and continuously improve ESG outcomes

3. Scope

This policy applies to all the facilities and locations owned by Skipper and the stakeholders:

- All Skipper Limited manufacturing plants (T&D structures, PVC pipes, galvanizing) across 5 facilities in West Bengal and Assam
- EPC (Engineering, Procurement, and Construction) project sites, covering infrastructure execution operations at the project location.
- Corporate headquarters for administrative-level water monitoring and reporting
- All employees, contract workers, business partners, vendors, subsidiaries, downstream partners, new acquisitions & mergers and others with whom Skipper does business.

4. Policy Statement & Commitment

Skipper is committed to responsible water management by minimizing withdrawal, optimizing use, and ensuring safe, compliant discharge. This policy outlines key objectives to guide water stewardship across our operations and project sites:

- Ensure site-specific water sourcing approach: Manufacturing units to use groundwater for process needs; EPC project sites to depend on municipal supply to reduce direct extraction; and corporate office usage is estimated and monitored as per CGWA guidelines.
- Site-level water stress assessment using the WRI Aqueduct tool to identify high-stress zones and enable focused interventions
- Working towards freshwater neutrality across operations, where feasible
- Ensure treatment and recycling of process water to minimize discharge and maximize internal reuse
- Implementing Zero Liquid Discharge (ZLD) systems at water-intensive operations, where feasible.
- Ensure 100% compliance with applicable national and local water regulations, including those issued by the CGWA, SPCBs, and other statutory authorities, while aligning with national water goals, global sustainability frameworks, and standards such as ISO 14025 and EN 15804
- Conduct periodic water vulnerability assessments at each site

- Real-time smart water metering systems are deployed across production lines to track consumption, identify high-usage areas, and support timely corrective actions.
- We align with Sustainable Development Goal 6 on Clean Water and Sanitation, supporting responsible water use and access across our operations and surrounding communities
- Water use protocols are extended to EPC contractors and key vendors, especially in water-stressed regions, to encourage responsible usage across the value chain.
- Progress toward water-related targets is tracked through quarterly plant-level reviews, site-level dashboards, and verified through internal and third-party audits.
- Ensures effective water management awareness through annual training for plant teams, housekeeping staff, and new employees. Integration of water handling protocols during contractor onboarding; and prominent display of visual SOPs and signage in local languages across operational areas.
- Encourage suppliers and business partners to adopt responsible water management practices, and support them in aligning with broader environmental goals over time

5. Accountability & Review

- The Internal Audit Function conducts periodic assessments and due diligence reviews, while an independent third-party assurance provider is engaged annually to verify key water-related data and disclosures, ensuring transparency and accountability
- The Board-level ESG Committee provides strategic oversight and guidance on Skipper's environmental initiatives. The Committee is responsible for monitoring and managing key ESG issues and will review this policy annually, recommending revisions to the Board as considered necessary aligned with Skipper's business.
- The Board shall oversee the implementation of this Policy and review this Policy and allied management systems annually to ensure their continuing applicability and relevance to its operation and evolving stakeholder expectations.
- The Board reserves any right to alter, modify, add, delete or amend any of the provisions of this Policy subject to Applicable Laws.

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