



PDS LIMITED

(Erstwhile PDS Multinational Fashions Limited)

BIO DIVERSITY POLICY

(Approved in the Board Meeting held on January 24, 2023, and made effective from January 24, 2023)

1. PURPOSE

The Policy on Biodiversity (the “Policy”) aims to set out the approach to protect the world’s ecosystems, and the commitment to incorporate biodiversity in our business operations. The Policy shall come into effect from January 24th, 2023.

2. VISION

To create a sustainable supply chain with minimal impact on Biodiversity.

3. OBJECTIVES

- Comply with environmental regulations and conform to PDS Sustainability goals of i) Respect Water ii) Reduce Emissions iii) Think Circular iv) Build Community;
- Assess risks to biodiversity and the ecosystem from existing and planned business operations;
- Endeavor to achieve no net loss of biodiversity in our operations;
- Strive to avoid operations (including supply chain) near any national or global important biodiversity sites;
- Drive various initiatives to protect habitat and the local species;
- Implement the mitigation hierarchy by avoiding, minimizing, restoring, and if necessary offsetting residual impacts on biodiversity;
- Driving various initiatives to minimize climate risk, improve water and energy efficiency, and protect the world's ecosystems;
- Develop an action plan with targets to implement biodiversity plans in the areas of operations;
- Allocating and Budgeting resources for the implementation of the policy and periodic monitoring, verification, and review of performance;
- Engagement with internal and external stakeholders to be established to broaden our understanding of environmental priorities and to fulfill our biodiversity commitment;
- Biodiversity due diligence is to be conducted for any merger or acquisition or Joint venture;
- Biodiversity awareness to be created at all levels of our operations, through various training and effective communication and participation;

4. MONITORING AND REPORTING

PDS Sustainability Board will be monitoring the performance of biodiversity initiatives and ensure the reporting complies with the suitable environment regulations.

5. REVIEW OF THE POLICY

The policy will be reviewed periodically for its suitability and updated as necessary
