

Bio-Diversity Policy

Objective :

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.

Following are the objectives of the policy:

- 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.

Scope & Applicability:

This Policy applies to all business operations of PDS Limited, including supply chain partners, subsidiaries, and joint ventures, with specific focus on activities that may impact biodiversity, ecosystems, and natural resources.

Its aim to create a sustainable supply chain with minimal impact on Biodiversity.

Definitions/Key Terms:

- Company – Means PDS Limited.
- Policy – Means the Bio iversity Policy.
- Biodiversity – Biodiversity means the ‘diversity’ of life on Earth at all levels, from genes to

- ecosystems. It includes diversity within species, between species and of ecosystems.
- Sustainability goals – These are the long-term environmental, social, and economic objectives set by an organization to minimize negative impacts, promote responsible resource use, and create lasting value for stakeholders.

Roles & Responsibilities:

PDS Sustainability Board – Monitor biodiversity initiatives, ensure compliance with environmental regulations, and oversee reporting.

Employees/Partners– Participate in awareness, training, and initiatives supporting biodiversity protection.

Compliance & Consequences:

Comply with environmental regulations and conform to PDS Sustainability goals of:

- i) Respect Water.
- ii) Reduce Emissions.
- iii) Think Circular.
- iv) Build Community.

Non-compliance or negligence in biodiversity management may result in corrective actions, internal review, and reporting to relevant authorities if any.

Related Documents/References:

This Policy may be read in conjunction with the following documents:

- Company's Code of Conduct
- Environmental Regulations
- Animal Welfare & Animal Derived Materials Policy
- Environmental Policy
- Chemical-Policy
- Business Responsibility Policy

Ownership and Review:

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

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

Version History:

Version No.	Approved on	Created by	Approved by
1.	January 24, 2023	Business and	Board of Directors

		Compliance Team	
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