



Sustainability Policy

Introduction

As a leading manufacturer of Speciality Lubricants, Textile Conning Oils & Spin Finishes, Process Oils, Plasticizers, Industrial Paints, and Protective Coatings, WITMANS INDUSTRIES PVT. LTD. combines deep technical knowledge, proven expertise, and extensive experience to solve its customers' toughest production challenges.

From Process Oils and Plasticizers for polymer processing to Paints and Coatings for corrosion protection and aesthetics, we offer a diverse range of products. Our world-class speciality lubricants adhere to stringent national and international quality standards, empowering your machines with heightened efficiency and reduced operational costs. All our products are manufactured to outperform in various operating conditions and the most excruciating work environments. We provide an extensive range of products to meet the diverse requirements of our industrial customers.

Our current position in the marketplace, achieved over a relatively short period, demonstrates our commitment to being recognized globally as an industrial solutions expert.

To achieve our sustainability objectives, we have implemented the following policy:

Environmental Management System

We have established an environmental management system that complies with relevant laws, regulations, and industry standards. Our EMS aims to minimize our environmental footprint by reducing waste, conserving resources, and mitigating pollution.

Waste Reduction

We are committed to reducing waste generation throughout our manufacturing process. We strive to minimize waste by implementing sustainable practices such as reusing, recycling, and reducing packaging materials.

Resource Conservation

We recognize the importance of conserving resources, and we aim to minimize our consumption of energy, water, and other natural resources. We have invested in energy-efficient equipment and technology to reduce our energy consumption and greenhouse gas emissions.

Sustainable Raw Materials

We are committed to procuring raw materials from sustainable sources. We work closely with our suppliers to ensure that they meet our sustainability standards and implement sustainable practices in their operations.

Stakeholder Engagement

We recognize that sustainability is a shared responsibility, and we engage with our employees, customers, suppliers, and the communities where we operate to promote sustainable practices.



Continual Improvement

We believe that sustainability is an ongoing process, and we are committed to continual improvement. We regularly review our sustainability objectives and performance and seek to identify areas for improvement.

We believe that sustainability is essential for our long-term success, and we are committed to minimizing our environmental impact. By implementing sustainable practices throughout our operations, we aim to minimize waste, conserve resources, and promote environmental stewardship. We are continuously reviewing and improving our sustainability policy to ensure that we meet our sustainability objectives and promote a sustainable future for all.

VISION

At WITMANS INDUSTRIES, we are proud to have built a harmonious and well-established work culture. By fully leveraging our strategic strengths and maintaining a strong focus on quality, safety, and sustainability, we have carried out successful operations in India and exported globally.

We are ambitiously in the process of extending our value chain and expanding our market footprint by providing more innovative products and dynamic services to our customers.

MISSION

We aim to leverage real-world insights and be your innovative partner by providing high-performance products and expertise. We endeavour to generate success for our customers by delivering premium products and services most efficiently and responsibly.

Our goal is to produce exceptional customer value while upholding the ideals of sustainable development, along with to continue being the first choice of customers looking for speciality lubrication solutions, textile conning oils & spin finishes, process oils, plasticizers, paints, and protective coatings due to our continuous innovation, technological upgradation, and high-quality services at work.

Scope

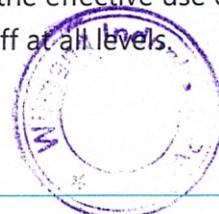
This policy relates to how the products, services and operations within our company and across our supply chain will be continually reviewed and improved, so that we can integrate environmental and social considerations into our everyday practices and make a positive contribution to society.

Purpose

As a responsible industrial lubricant manufacturing company, we recognize the importance of sustainability and are committed to minimizing our environmental impact. We believe that sustainability is not just critical to our business success but is a fundamental part of our social responsibility as well.

We acknowledge that our company has potential impacts on people and the environment through our operations and supply chains. Through this policy we:

- Commit to comply with applicable law in all our operations.
- Commit to minimise risks and impacts through processes and systems to implement, measure and monitor environmental and social performance.
- Commit to minimise our impact on our environment and maximise the effective use of resources.
- Commit to foster responsible environmental behaviour amongst staff at all levels.
- Commit to increase communication and awareness of our efforts.



- Commit to protect human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate any human rights.

OUR VALUES

Corporate culture and values are critical components of the core competitiveness of our company and the driving force for its growth.

HSE

Health, Safety, and Environmental (HSE) obligations are our top priority and they lie at the core of all our business operations. We are fully committed to continually improving our performance across all our operations.

INTEGRITY

We are committed to maintaining the highest standards of integrity, ethics, and fair business practices in our operations. Integrity remains at the core of everything we do. Whether it is a sales inquiry or a technical support concern, you can be sure that we deliver what we promise.

TRUST

We have won immense trust and respect from our clients and industry peers by acting with integrity and the highest ethical standards. We built our culture and reputation on these principles.

CONSISTENCY

Consistent product quality and service standards have played a significant role in WITMANS INDUSTRIES PVT. LTD., helping us earn an indelible reputation of excellence with our clients, industry, and workforce. Every decision we make revolves around this central principle of consistency. We strive to be consistent in terms of our products, business practices, and customer relations.

ACCOUNTABILITY

We recognize and are conscious of our impact on the community that we work in, and we aim to positively impact our environment and society.

Principles

And to ensure we keep our values intact we believe on following principles.

People – We will;

- comply with all the regulatory & legal requirements.
- Comply with all the policies and procedures established by WITMANS INDUSTRIES all the time.
- provide a safe and healthy workplace.
- support diversity and inclusion.
- supporting the surrounding community by looking to employ local people where possible.
- create useful opportunities for development of skilled local workers.
- engage meaningfully with stakeholders, including indigenous organisations, communities, industry and government.
- support and provide with opportunities to local businesses to participate.
- encourage our employees to volunteer via programs organised internally or externally to upgrade their skills to enhance their individual career development along with the performance in the role.



Environmental – We will;

- comply with all laws governing the environment.
- strive to better understand both the direct and indirect impact that our practices may have on the environment.
- minimise or offset our impact on the environment.
- work towards the conservation of energy, water and resources in all our operations.
- dispose of waste thoughtfully, and follow the waste hierarchy of 'Avoid, Reduce, Reuse, Recycle'.
- lessen our environmental impact by purchasing environmentally-friendly products and services.
- take steps to continually improve environmental performance.
- protect and support biodiversity.
- conduct audits, evaluations, and self-assessments of the implementation of this policy.
- work with our entire supply chain in order to gain mutual benefits of incorporating environmentally sustainable goals into everyday business.
- be an environmentally responsible neighbour in our community.
- promote environmental awareness throughout all operations of the company.
- foster a sustainably aware culture, where responsibility is assigned and understood.
- strive to raise awareness in the community, encourage participation and train employees in environmental and social matters.

Economic – We will;

- consider and support sustainability initiatives for the growth of business.
- initiate to integrate sustainability into our existing business models, accounting and reporting.
- add value to our products and services to support sustainability markets.
- reduce operating costs through improved resource management e.g., water, waste, energy, carbon, employee engagement.
- manage risk of operational disruptions e.g., resource scarcity, climate change impact, or community risks.
- reduce reputation risks and communicate actions.

Reviewed by:
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Date: October 10, 2025



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Date: October 10, 2025

