

SOCIAL PERFORMANCE POLICY

We are committed to the principles of sustainable development including protecting human life, health, and environment, provisioning of employment and business partner opportunities; promoting social well-being and adding developmental value to the communities, near to the areas where we operate.

We believe that long-term success for our business is closely tied with the wellbeing of the communities where we operate. We aspire to work in a manner that builds trust and brings transformative and positive social impact for communities. This policy articulates our approach to retain our "Social License to Operate" in a consultative, transparent and fair manner to deliver economic and welfare gains to society.

VGCB will strive to:

- Comply with, and exceed whenever feasible, the local, regional, and national legislative requirements concerning sustainable development, as well as relevant international agreements, in all jurisdictions where we operate.
- Build trusting and constructive long-term relationships and work in partnership with government, civil society, and development agencies to share knowledge, build capacity and contribute to enduring social and economic outcomes.
- Support economic development by providing local employment, procurement, and contracting opportunities to local enterprises.
- Implement community developmental solutions, social infrastructure and provide services to local communities to foster economic and social growth.
- Minimise negative environmental and social impacts by supporting initiatives led by governments and civil bodies.
- Set targets and objectives to avoid, or minimise, adverse impacts from our business, and foster socioeconomic resilience.
- Undertake risk and impact assessments to identify and assess social risks associated with our activities throughout the business lifecycle, including closure.
- Ensure continuous improvements in our social performance through effective management and implementation of action plans in alignment with the industry best practices.
- Review the performance against the policy on a periodic basis to ensure management of social performance as per our objectives including the sharing of good practices throughout the organization and stakeholders.
- Investigate social incidents to understand causes and contributing factors and take remedial actions to avoid them being repeated.
- Engage with local, national, and global initiatives, experts and organizations. Support joint efforts by the private and public sectors, and foster knowledge, awareness, and participation among relevant stakeholders, including employees, to collectively address sustainable development challenges.
- Consult and consider the views of interested and affected parties in planning process and decisions that may affect them. Implement systems to seek feedback and grievances.
- Engage and raise awareness amongst our employees, business partners, supply chain and other stakeholders to enhance their knowledge and understanding of social performance practices.

This policy is in line with Vedanta Sustainability Framework and VGCB shall implement this policy. I will be accountable for controlling and setting the policy and the VGCB Employees are responsible for the full implementation of the policy and associated standards. The Head-ESG will review this policy annually and recommend appropriate revisions as may deem necessary.



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