

ICI India's Policy Statement on Sustainability

Sustainable Development is defined as forms of progress that meet the needs of the present without compromising the ability of future generations to meet their needs. In this context, the Company has adopted the following policy statement, which incorporates the principles of ICI PLC's policy on the subject.

SUSTAINABILITY POLICY

ICI India's (ICI) policy is to conduct its business responsibly, with integrity and with respect for the interests of all those affected by our operations. We believe that our activities should generate economic benefits; create opportunities for an enhanced quality of life; respect the environment; and be a positive influence in the communities in which we operate.

In particular, to deliver this policy we endorse the following principles. We will:

1. Comply with all relevant laws and regulations and take any additional measures we consider necessary.
2. Meet all the commitments in our Security, Safety, Health and Environmental Policy and Standards.
3. Apply Responsible Care principles wherever we operate.
4. Conduct our business with integrity, respecting human rights wherever we are active, as set out in our Code of Conduct.
5. Create a working environment for our employees which is based on mutual trust and respect, and in which diversity and inclusion are valued.
6. Strive to develop new products, which have increased benefit for our customers and the environment throughout their life cycle.
7. Build long term relationships with our suppliers choosing as business partners those with standards and ethical practices compatible with our own.
8. Be a role model and build long term partnerships, founded on trust and mutual advantage, within the communities in which we operate, and support our employees to be active in local communities.
9. Communicate openly and actively encourage dialogue on all issues relevant to this policy.
10. Establish, publicize and deliver against challenging performance targets and report the progress in the appropriate format. (ref Appendix 1)

11. Provide appropriate training for our employees and information for all who work with us, to facilitate implementation of this policy.
12. Require everyone who works for ICI to live up to these commitments.

This policy and principles, in conjunction with our Security, Safety, Health and Environment policy and Code of Business Conduct apply throughout ICI and its subsidiaries. We encourage our related companies to adopt policies, which accord with this policy.

RESPONSIBILITIES

The prime responsibility for promoting and implementing this policy rests with the Managing Director, who will discharge this responsibility through the Heads of the company's Businesses who shall be responsible for developing and implementing appropriate strategies to ensure compliance with this policy in their respective areas. Every employee will have a personal responsibility to understand and live up to the commitments in this policy.

The Board will be apprised periodically of the progress on implementation of the policy.

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METRICS

We will measure, set targets and report our progress against this policy using the following parameters to the extent applicable/feasible:

Economic Development

- Shareholder Value (NCV)

Environmental Protection

- Eco-Efficiency and resource use
- Wastes and Environmental Burden
- Water use

Social Responsibility

- Safety and Health of employees and contractors.
- Employment and diversity
- Compliance with Code of Conduct
- Employee man-days in the Community

Measurement of these parameters will be as per company standards. Publication of these measurements will be done taking into account the local statutory requirements and commercial sensitivities, if any.

ICI India's Policy Statement on Diversity

ICI India is a family of global businesses operating in dynamic markets where understanding the needs and aspirations of people is essential for success. In this context, the Company has adopted the policy statement as given below, which incorporates the policy of ICI PLC on the subject, modified to suit ICI India's operations.

DIVERSITY POLICY

ICI India's ambition is to be the industry leader in creating value for customers and shareholders. We therefore need to be able to recruit, retain and develop and recognize the best available talent.

All ICI India's businesses believe that valuing diversity is integral to the way we work. The individuality and creativity that every person brings to the workplace is welcomed and appreciated and everyone should be treated in a fair, open and honest manner.

The Board of ICI India believes that it is the right of all people to be treated with dignity and respect.

ICI India's businesses are each developing their diversity programmes that provide meaningful contribution to their people and businesses and are aligned with their strategic objectives.

The Board is committed to a number of key practical actions across the company to enrich our diversity profile. These cover the areas of

- Awareness training
- Communication
- Measures

A system should be put in place at each business level to track our performance towards achieving a richer diversity mix using practical measures.

There is no doubt that our ability to become a high performing organization depends on our inclusion of people of diverse backgrounds into the process of creating value for our customers and stakeholders. Our differences are to be embraced.