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Environmental Social and Governance (ESG) POLICY

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Proposed Freeze Dried Coffee Manufacturing Facility

Vintage Coffee and Beverages Limited (VCBL)

Plot No: UDL3, Sy No. 1266, TSFPZ Wargal PH-1, TGIIC Wargal Industrial Area,
Wargal Mandal, Siddipet District, Telangana State

Aligned with IFC Performance Standards | ISO 14001:2026 | ISO 45001:2018

Reference: VCBL-ESG-POL-001

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Effective Date: 01 July 2026



Vintage Coffee and Beverages Limited,

Reg. Office: 202, Oxford Plaza, Sarojini Devi Road, Shivaji Nagar,

Secunderabad, Telangana 500003.





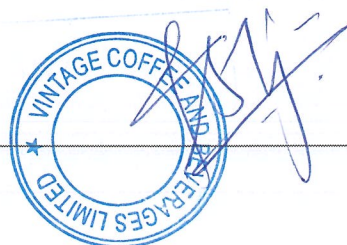
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Document Control

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ESG Coordinator	ESG Head	Executive Director	30 June 2027

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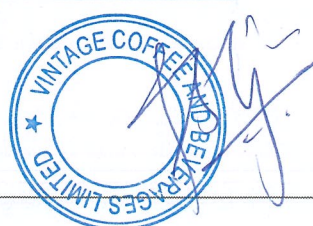


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1. INTRODUCTION

Vintage Coffee and Beverages Ltd (VCBL) is a public limited company listed with NSE & BSE, registered under Companies Act 1956. It is headquartered in Hyderabad and is in the business of trading and export of Green Coffee, Instant Coffee, Instant Chicory and other beverages. It has two subsidiaries, viz. Vintage Coffee Pvt Ltd (VCPL) and Delecto Foods Pvt Ltd. (DFPL). VCBL is in the business of manufacturing and exporting Instant Coffee powder. DFPL is in the business of manufacturing and exporting Instant Chicory powder and all other Chicory products, and in packing and exporting Chicory mixed Instant Coffees in Private Labels.

VCBL is focussed on providing the essence of conventional coffee through sophisticated mode technology and delivering it in a convenient way as Instant coffee. Choicest coffee beans from Arabica and Robusta grades are carefully selected to deliver the desired taste with state-of-the-art technology brought in to capture wonderful aromas of coffee. VCBL plans to establish a green-field project for 5,500 Metric Tons Per Annum (MTPA) of production Freeze-Dried Coffee (FDC). The land for the project has been identified and currently the land allocation process is ongoing. It is located in Wargal mandal in Siddipet District in the state of Telangana.

The total project cost has been estimated as US\$ 60.60 million. The project is proposed to be funded with Term Loan of US\$ 35.50 million and an equity component of US\$ 25.10 million. The debt equity ratio works out to approx. 60:40.

VCBL has partnered with GEA NIRO A/S, Denmark as technology partner who will be supplying the main process equipment. The company is receiving financial support for the same from Landesbank Baden-Württemberg (LBBW) Germany.

2. ENVIRONMENT SOCIAL & GOVERNANCE (ESG) POLICY

The Company is committed to conducting its business in a responsible, ethical, and sustainable manner. The Company recognizes that environmental stewardship, social responsibility, and strong governance practices are essential to long-term value creation for stakeholders including employees, customers, suppliers, investors, communities, and regulators.

We are committed to:

- Establish & maintain an Environment, Health, Safety and Social Governance Management Systems.





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- Integrate expectations of our stakeholders and affected communities into our business processes and ensure alignment to the same.
 - Ensure compliance to all applicable legal requirements and needs and expectations of other stakeholders including but not limited to lenders, regulatory agencies and business partners.
 - Continually improve our ESG performance
 - Periodically monitor and review our ESG management system

3. SCOPE AND OBJECTIVE OF POLICY

3.1 SCOPE

The provisions of ESG Policy shall apply to all employees in all business units & locations, as well as other internal and external stakeholders of the Company including customers, upstream and downstream value-chain partners (including shareholders, vendors etc.) and the community at large (to the extent possible) across all our branches and offices.

3.2 OBJECTIVE

The ESG policy is intended to align VCBL's overall business and operational objectives with the IFC Performance Standards (PS) principles. VCBL seeks to align its strategic business objectives with the IFC PS principles with its envisaged key areas of focus enumerated in this Policy. The policy has been designed in consonance with the applicable national laws/regulations and is aimed at positioning VCBL as an ESG-compliant entity through its activities.

4. IMPLEMENTATION OF POLICY

The ESG Policy is intended solely as an overarching framework for guiding the business activities of VCBL. Based on the focus areas identified in the Policy, VCBL shall endeavour to integrate ESG dimensions into its varied areas such as business strategy, product/ service lines, policies, operations etc. The Policy shall act as the guiding document for a structured implementation of the





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ESG through sustainable and safe operations, monitoring of performance, implement structural improvement to enhance VCBL's performance under the ESG parameters.

The ESG Policy must be read with the other policies/ guidelines of VCBL which cater to the considerations under the focus areas defined herein.

5. KEY FOCUS AREAS OF ESG POLICY

Through this ESG policy we intend to focus on following objectives:

a. Sustainable and Safe Operations:

VCBL shall strive to ensure that its operations have minimal adverse impact on environment and social aspects by promoting use of sustainable products and services across its operations. The Company is committed to playing its part in the transition towards a low carbon and resource efficient economy through adoption of low-carbon strategies, technologies, and business processes. VCBL shall endeavour to engage with business partners/associates who embed responsible practices in their operations and provide sustainable services. In addition to maintaining highest standards of safety in its premises, VCBL shall provide training and awareness programs to all its employees on health and safety at the workplace, implementing accident prevention measures, along with training regarding fire safety hazards, ergonomics and mental wellbeing at the workplace & complying with all occupational health & safety regulations.

b. Waste Management

VCBL targets to dispose of the waste in the most responsible manner, especially endeavouring disposal of Solid waste, E-waste and other wastes generated; through Central Pollution Control Board (CPCB).

VCBL's push to go digital across services, will continue to reduce paper consumption, thereby reducing paper waste. The Company also strives to adopt measures to segregate waste and ensure recycling/reuse of waste, wherever practicable.

c. Environmental Risk Management

VCBL shall endeavor to ensure adequate testing of groundwater and appropriate treatment practices to minimize the health risk to workers and avoid potential product contamination. It shall also ensure that all activities are compliant with applicable Indian laws and regulations as well as any multilateral environmental, social and biodiversity agreements





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and/ or conventions ratified by India. VCBL refrains to engage with any party for activities which fall under the 'IFC Exclusion List' that include activities such as child labour, bonded labour, production of harmful substances and other illegal/hazardous activities.

d. Labour Practices

i. The Company is committed to:

- Fair wages and benefits.
- Non-discrimination and equal opportunity employment.
- Prevention of harassment in the workplace.
- Respect for labour rights and freedom of association.
- Employment generation.
- Local sourcing where feasible.
- Participation in social development initiatives.

ii. Diversity & Inclusion

- The Company encourages an inclusive workplace that values diversity in gender, background, and perspectives.

iii. Community Engagement

The Company aims to contribute to local communities through:

- Employment generation.
- Local sourcing where feasible.
- Participation in social development initiatives.

e. Stakeholder Inclusivity

The Company is committed to promote a safe and conducive environment for internal stakeholders (employees) by striving towards basic safety, good health a wellbeing initiative at workplace. VCBL believes in developing and maintaining long-term relationships with its external stakeholders (customers or other associates) and believes that close





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communications is the key to creating value for them. It shall put in place, systems and procedures to understand their expectations and address their concerns in a fair and equitable manner. This also includes stakeholder opinions in identifying its key material topics as well as developing its business strategy. VCBL shall provide a secure mechanism to its stakeholders to report any unethical and improper practices taking place for appropriate action.

f. Grievance Redressal

In order to address effectively any operational, social, environmental, and other general concerns, the VCBL aims to implement structured Grievance Redressal Mechanism (GRM) with contact details of the concerned Grievance Redressal Officer. This mechanism can be used by the customers, employees, vendors and other associates for any complaints/concerns.

g. Monitoring and Reporting

VCBL aims to document a Monitoring and Reporting mechanism ensuring overall regulatory compliance and effectiveness of the implementation of ESG procedures across the Company. A consolidated ESG reporting template shall be developed and submitted to senior management and investors on periodic basis.

h. Emergency Response Plan

VCBL shall develop a site-specific Emergency Response Plan based on inputs from building management, including response procedures for various man-made and natural disasters to commensurate the size and nature of activities conducted at the facilities. The Company shall keep the copy of ERP for its records and ensure that the particulars of the ERP shall be well communicated to all employees.

i. Good Governance Practices

The ESG Committee is responsible for ensuring effective implementation of this policy. The Board, as part of its periodic review meetings, will monitor the ESG integration and would also be responsible for reviewing and amending the ESG policy on an annual basis (if required). VCBL shall strive to adhere to the best governance practices and continuously benchmarking itself with best practices across the globe.





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6. ROLES AND RESPONSIBILITIES

All Department Heads under the guidance of the ESG Committee, are responsible for ensuring that the consideration of ESG criteria is integrated into the financing decisions and our operations. The ESG Committee is responsible for facilitating the implementation of this policy in our operations and for maintaining and updating the policy to ensure its continued relevance.

7. REVIEW

The ESG Committee has been entrusted with the responsibility of enforcement of this policy. The Committee is hereby given absolute power to jointly or severally, make necessary changes, amendments or additions or removals for the operational aspects of the policy within the overall spirit and guidance from time to time for reasons like technology or process upgradation, regulatory changes, maintaining competitive edge or responding to changes in market or risk environment, etc. The policy shall be reviewed annually or earlier when significant changes occur, in order to reflect the latest policy/ regulatory directions/ guidelines issued by the statutory/ regulatory authority as applicable for the Company.

