

**Biodiversity and Nature Policy****1. Policy Statement**

Plant Lipids is committed to protecting, conserving, and restoring biodiversity across all spice-sourcing regions by partnering with farmers, growers, aggregators, suppliers and other stakeholders who are sustainability-focussed, and committed to protecting our environment by adopting practices and processes like promoting good-agriculture-practices, conserving water, reducing transport-distances, regenerative agriculture, reduced deforestation, reduced agro-chemicals, sustainable agriculture practices, integration of livestock where appropriate, and science-based biodiversity action plans on a best effort basis. This policy is shaped along the Biodiversity Action Plan (BAP) structure and the principles of the UN Convention on Biological Diversity (CBD), a global treaty from the 1992 Rio Earth Summit, in force since 29 December 1993

2. Scope

This policy applies to:

- Any Spice, Herb and / or Gums that Plant Lipids classifies under a Bio-Diversity Risk category for which Plant Lipids will publish a Biodiversity Action Plan (BAP).
- All such large/significant stakeholders like farmers, aggregators or suppliers linked to the Red Category of supplies, under Plant Lipids' 'Segmentation of Input and Ingredient Items' who are likely to have an impact on Biodiversity.
- All sourcing programs where biodiversity risks and opportunities are identified.

3. Objectives

- Prevent deforestation and ecosystem conversion (cut-off 2014) in all sourcing regions.
- Minimize synthetic agro-chemical use through IPM, bio-pesticide alternatives, livestock offing usage.
- Build awareness amongst all stakeholders on biodiversity risks, how to improve soil, ecosystem, prevent top soil erosion, maximise soil cover, water conservation, human rights, and dignity of work.
- Promote sustainable agriculture frameworks when doing agriculture projects aligned with BAP guidelines.
- Integrate livestock (where ecologically suitable) to support nutrient cycling and soil health.
- On a best effort basis, conduct biodiversity baseline assessments across a defined % of the Red Category segment as per Convention on Biological Diversity recommendations.

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**Biodiversity and Nature Policy****4. Responsibility**

- **Sustainability Team** – Conduct and publish baseline assessments, and biodiversity monitoring.
- **Procurement Team** – Ensure that Red Category segment stakeholders are made aware of our Sustainability Policy, Biodiversity policy, assess risks associated with all stakeholders, provide directions to all stakeholders and training guidelines to farmers/collectors/aggregators/suppliers on adoption of Good/Regenerative/IPM practices, Health and Safety Requirements; and comply with requirements. Provide technical guidance on soil, water, biodiversity measures, health & safety, and livestock integration.

5. Commitments

- **No Deforestation / No Conversion:** We will not knowingly source from areas cleared or converted from natural ecosystems on a best effort basis.
- **Responsible Inputs:** We aim to promote minimising the use of synthetic agro-chemicals recognized as harmful to the environment and identified as banned / red list substances in NURTURE 360 framework; Integrated Pest Management (IPM) and biological options are preferred where feasible.
- **Water & Soil Stewardship:** We expect our stakeholders to follow practices that conserve water, maintain soil cover, and support soil health, adapted to local conditions.
- **Habitat & Species:** Natural features and buffers should be maintained; areas of high conservation value are to be avoided.
- **Livelihoods & Rights:** Operations should respect human rights and the dignity of workers and communities.

6. Expectations

- **Compliance:** Suppliers shall comply with this Policy and applicable laws, and cascade relevant requirements to their growers and sub-suppliers.
- **Disclosure:** Upon request, suppliers provide reasonable information on land status, agro-inputs, and basic environmental practices.
- **Improvement:** Where gaps are identified, suppliers collaborate with Plant Lipids on proportionate, time-bound improvements.

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**Biodiversity and Nature Policy****7. Risk Screening & Verification**

- **Screening:** Plant Lipids will carry out a basic risk-screening of key crops and sourcing regions on a best effort basis to help identify where biodiversity risks may be higher and where deeper attention may be required.
- **Verification:** Where material risks are indicated, we may conduct focused checks (desk-based or field-based) proportionate to risk and commercial leverage.
- **Traceability:** Where necessary and feasible, we may request traceability information sufficient to address salient risks.

8. Reporting & Transparency

Plant Lipids will share brief, annual summaries on key biodiversity risks and our overall progress, mainly through our annual sustainability communications. We will only share general, non-confidential information, and any data received from suppliers or farms will be kept secure and not made public unless required by law or a customer agreement.

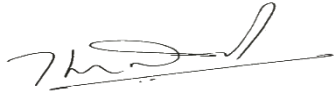
9. Review & Escalation

- **Review:** The Policy may be updated as regulations, customer expectations, or credible frameworks evolve.
- **Non-Compliance:** If material non-compliance is identified, Plant Lipids may request corrective action, pause sourcing, or, where necessary, disengage.

12. Effective Date & Applicability

This Policy is effective upon publication and applies to all Plant Lipids entities and sourcing programs. Suppliers are expected to align in a reasonable timeframe, considering commercial realities and local context

Place: Cochin
Date: 01-08-2025



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Chief Procurement Officer

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