

# Environmental, Social, and Governance (ESG) Policy

**Vision:** "To lead the advancement of renewable energy in Sri Lanka and globally by leveraging innovative, energy-efficient technologies, ensuring environmental stewardship, social responsibility, and robust governance practices that deliver sustainable value to all stakeholders and the environment within which we thrive."

**Mission:** "To forward and strengthen our leadership in Sri Lanka's renewable energy sector and expand internationally, by investing in eco-friendly, state-of-the-art power plants, and in fostering community engagement, upholding the highest ESG standards, and contributing to a sustainable, low-carbon future."

## 1. Purpose and Scope

The purpose of the policy is to detail the guiding principles, governance, commitment and actions of the company towards its sustainability initiatives and practices.

This policy applies to all the operations of the company and its affiliates under WindForce's management control.

This policy is designed in alignment with Sri Lankan Financial Reporting Standard (SLFRS) S1: General requirements for disclosing sustainability-related financial information, and S2: Climate-related disclosures, Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Green House Gas (GHG) Protocol, ADB's Environment and Social Framework (ESF), International Finance Corporation's Performance Standards, United Nations' Global Compact (UNGC) Principles and UN's Sustainable Development Goals (SDGs).

The broad objectives of the policy are:

- Align WindForce PLC's operations with international sustainability standards.
- Minimize environmental impact while promoting clean energy solutions.
- Foster a safe, inclusive, and responsible workplace.
- Ensure ethical governance and transparency in decision-making.
- Engage with local communities for sustainable development.

## 2. Environmental Commitment

### 2.1 Climate Action and Carbon Neutrality

Expand our renewable energy projects to reduce dependence on fossil fuels; mitigate climate change wherever practicable and capitalize on opportunities, wherever available.

Monitor, report, and reduce greenhouse gas (GHG) emissions and support the national commitment of Net Zero in countries, wherever we have our business operations.

Adaption of innovative technologies to enhance generation.

## 2.2 Resource Efficiency

Implement sustainable procurement practices, favouring eco-friendly materials and responsible suppliers.

Promote waste reduction through the 3Rs (Reduce, Reuse, Recycle).

Optimize water consumption, adopt water-saving technologies, and ensure responsible wastewater disposal.

## 2.3 Biodiversity and Ecosystem Protection

Conduct Environmental & Social Impact Assessments for all projects.

Support and contribute to biodiversity conservation programs that boost forest conservation and wildlife protection.

Adopt practices to minimize bird and bat collisions with wind turbines and ensure safe migratory pathways.

## 2.4 Energy Security

As a leading provider of renewable energy solutions, we are committed to enhancing energy security by delivering reliable, sustainable power that builds a resilient energy future for communities that we serve by introducing more capacities and improved technologies as we progress towards our objectives.

# 3. Social Responsibility

## 3.1 Workplace Safety and Employee Well-being

Implement effective Health and Safety practices to ensure zero workplace injuries.

Provide safety training, protective equipment, and emergency response plans for all employees and contractors and promoting safe practices to mitigate risks and minimize the occurrence of incidents and eliminate accidents.

Support employees with work-life balance programs and mental health initiatives.

## 3.2 Diversity, Inclusion, and Fair Labor Practices

Ensure fair employment opportunities, work force diversity and gender pay parity.

Enforce zero tolerance policies against discrimination, child labour, and forced labour.

## 3.3 Stakeholder Engagement

Collaborate and engage with relevant stakeholders to strengthen sustainability efforts, with a focus on local communities through various initiatives to understand and address their concerns and expectations.

Consider appropriate social responsibility initiatives with a focus on education, healthcare, and infrastructure development.

Develop and implement employment and skill-building programs to create economic opportunities.

Implement appropriate grievance mechanisms, wherein the community members can report their concerns and expectations, which will be appropriately addressed by the company.

## 4. Governance and Ethics

### 4.1 Ethical Business Conduct and Transparency

Enforce anti-bribery, anti-corruption, and fraud prevention policies across all business activities.

Maintain transparent reporting on financial, operational, and ESG performance.

### 4.2 ESG Governance Structure

**Board-Level ESG Committee:** Oversees the implementation of the ESG policy and ensures alignment with corporate strategy.

**Management-Level ESG Steering Committee:** Responsible for the operational implementation of ESG initiatives.

**ESG Working Groups:** Focus on specific areas such as environment, social, and governance.

### 4.3 Risk Management and Compliance

Identify and mitigate ESG-related risks, including climate risks, biodiversity impact, and supply chain vulnerabilities.

Ensure alignment with focussed universal and national ESG frameworks, inclusive of being in compliance with the applicable laws. .

Conduct periodic internal and external reviews to assess the effectiveness of the ESG policy, and reviewing and revising the same as and when felt appropriate. .

## 5. Communication of the ESG Policy

The ESG policy will be accessible on our website in languages that will be understood by the interested stakeholders. This ESG policy shall be made available to any stakeholder on request and displayed in practicable locations wherever felt appropriate.

## 6. Implementation and Reporting

Ensure continual improvement of the ESG policy framework, followed by periodic review of the ESG strategies and ensure alignment with best known practices and evolving requirements for further improvement.

Publish an annual report that shall include sustainability contents accompanied by a third-party assured report, disclosing key ESG metrics, challenges, and progress made thereunder.

## 7. Our Commitment:

The company is committed to implementing this ESG policy and making it a core part of our business strategy. We believe that by working together, we can create a more sustainable and equitable future for all.

A handwritten signature in black ink, appearing to read "Lasith Wimalasena".

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Lasith Wimalasena  
Chief Executive Officer  
21, April 2025  
Colombo.

A handwritten signature in black ink, appearing to read "Manjula Perera".

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Manjula Perera  
Managing Director  
21, April, 2025  
Colombo.