
Statement on Sustainability Commitment



**Rain Carbon Inc.
and its subsidiaries
("RCI")**

Website:

www.raincarbon.com

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I) Our Sustainability Commitment

As a participant of the UN Global Compact, RCI is engaged in a constant effort to formulate and reassess its policies and its strategies to ensure the alignment of its business practices with the UN Global Compact's globally recognized 10 Principles. We are committed to sustainability and to ensure that our sustainability activities are in-line with the topics relevant to our business and stakeholders.

Our sustainability mission builds on the material topics and focal areas. The sustainability mission encompasses three pillars describing our contributions to sustainable development and our forward-looking approach.



Rain Carbon Inc. Sustainability Mission Statement

At RCI, we are committed to incorporate UN GC principles in our processes through our codes, policies and procedure as defined below.

1. Sustainability Governance

At the core, we are committed to meeting the aspirations of all our stakeholders, and we believe that operating our business on the principles of transparency, integrity, and accountability are critical drivers of business growth, while creating sustained value for stakeholders.

a. Sustainability Governance Structure

We are committed to good corporate governance and ensuring accountability at all levels of our company. We have therefore established an organizational structure that ensures the oversight of the organization by the highest governance body, our Board of Directors. The structure is available on our website and also described in the latest Sustainability report.

b. Code of Conduct and Related Policies

We have a Code of Business Conduct and Ethics (referred to hereby as “Code”) as well as different policies in place to ensure good corporate governance. Covering a broad range of topics from “Protection of Corporate Assets” via “Compliance with Laws, Rules and Regulations” to “Workplace Conduct”, “Political and Community Activities” and “Safety, Health and Environment”. For each of these there is a series of sub-topics which are covered by specific policies and procedures.

The Code of Conduct co-exists with additional policies and procedures that relate to more specific legal, ethical, safety, accounting and other matters that are applicable to either all of RCI or to certain departments or geographic regions within RCI.

In line with the UN GC principles, we acknowledge the importance of the topic of “Anti-Corruption”. With our “Anti-Bribery and Anti-Corruption Policy” as well as other related internal policies, we establish a set of standards to promote compliance with the Code of Conduct and local, regional and global anti-bribery and anti-corruption laws and regulations applicable to RCI, including but not limited to the U.S. Foreign Corrupt Practices Act (FCPA). Our anti-corruption compliance program is based on this and provides guidance on our commitment to the highest compliance, ethical and legal standards when interacting with our customers and suppliers.

2. Environment

As part of our RCI Global Safety, Health and Environment (SH&E) Policy, we are committed to conducting business with respect and care for the environment and to eliminating all environmental incidents from our activities. Additionally, we have specific local environmental policies for our ISO 14000 certified sites.

We have a resource efficient business model which helps in reducing the overall environmental footprint and contributes towards a circular economy. We have identified environment-related topics material to RCI and defined ambitions and targets against the topics. Our business model, ambitions, targets and performance can be found in the latest sustainability report.

3. Social

We have a responsibility to our employees to ensure a safe working environment and that they feel valued. They are the main driver of our business success. We are committed to meeting stringent local, regional, national and global standards.

a. Occupational Health & Safety

Safety and health are of central importance to us under our sustainability commitment. We have implemented the Global SH&E policy as well as various local policies available wherein we elaborate our commitment to the health and safety of our employees.

b. Labor and Human Rights

Through our Code of Conduct, we are committed to doing business with integrity and in full compliance with the law as well as the UN's Universal Declaration of Human Rights and the International Labor Organization's fundamental conventions concerning rights at work (i.e. numbers 29, 87, 98, 100, 105, 111, 138 and 182).

We have in place, our Escalation & Reporting Policy and Whistleblower Policy to complement our Code of Conduct, through which we are committed to maintaining the highest standards of ethical and legal conduct.

c. Communities

Our commitments include a focus on corporate social responsibility (CSR) and enhancing the quality of life in the communities where we operate. We support communities through our Pragnya Priya Foundation in India, RÜTGERS foundation in Europe, and various charities such the United Way in North America.

d. Employees

We are committed to provide a workplace where our employees feel valued and have opportunities to grow and learn. Our guiding principles help our managers become better leaders.

We have several internal Human Resources policies in place enabling solid human resource management processes (e.g., international onboarding policy, international training and development policy, international assignment policy).

We are committed to providing equal employment opportunities in conformance with all applicable laws and regulations, to all employees and applicants based on qualification and merit, free of discrimination, and with the right of association. It is our policy to prohibit any form of harassment or inequity at any RCI workplace.

All our policies are applicable to our employees, and we ensure that our employees are made aware about these policies while onboarding.

4. Our Value Chain Partners (Supplier Code of Conduct)

We are committed to sustainable procurement and expect our suppliers to follow the same principles as ours. We have a “Supplier Code of Conduct” and internal procedures in place to communicate our expectations with our existing as well as new suppliers.

5. Raising Concerns

All employees, suppliers as well as customers can raise their grievances and report on the breach of RCI’s “Code of Conduct” or any other Sustainability or company policy. We have an Escalation & Reporting Policy and Whistleblower Policy in place. The policies define the formal procedure to report on any violation. We have an “Open-Door Communication and Non-Retaliation Policy” to prohibit any form of retaliation or reprisal against RCI personnel who, in good faith, reports actual or suspected violations of the RCI “Code of Conduct” or other policy.

II) Key Processes under our Sustainability Commitment

This section briefly highlights our activities to endorse our sustainability commitment. Certain of the activities explained below are further elaborated on our website as well as in our sustainability reports.

1. Sustainability Strategy Development

RCI's sustainability strategy is based on a profound materiality assessment. For each material topic, we identified one priority focal area to set an overall strategic orientation. We are continuously working on defining new and reviewing our existing ambitions and targets to ensure that our sustainability strategy is constantly evolving.

2. Product Carbon Footprint Assessment

Product Carbon Footprint studies are a tool to assess the sustainability of our overall product portfolio, particularly with respect to climate change. At RCI, we have defined processes in place to conduct Product Carbon Footprint assessment in-line with the ISO 14067 standard.

3. Endorsing Our Commitment Through Increased Disclosures

We are committed towards building trust among our employees, communities and other stakeholders and we are aware that it can be done through transparent disclosures on our sustainability practices.

a. Sustainability Ratings and Frameworks

Towards our commitment to responsible business practices, we have committed towards the 10 principles of United Nations Global Compact to address critical areas of human rights, labor, environment and anti-corruption. We also annually update our EcoVadis and CDP ratings for different legal entities.

b. Annual Sustainability Reporting

We publish our RCI Sustainability Report annually in line with international standards and respective reporting obligations for different legal entities. Our sustainability activities are also elaborated in the Rain Industries Ltd. Annual Report.

4. Sustainability Data Collection and Assurance

The Corporate Sustainability department collects and consolidates – in close collaboration with local sites and global HR and SH&E (Safety, Health and Environment) Departments – environmental (material consumption, energy, GHG emissions, other air emissions, water and waste) as well as global HR and safety-related data on an annual basis. We are continuously working on aligning the data collection with international standards (e.g. GRI). For a major part of the data, we have an annual external assurance in place (independent third-party) – assuring the data for our annual sustainability report.