

Biodiversity Policy



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Purpose

Sterling & Wilson Renewable Energy (SWREL) is committed to promoting environmental sustainability in all aspects of our operations. As a global leader in the Solar EPC sector, we recognize the importance of biodiversity and its critical role in maintaining the health of our planet's ecosystems. This policy outlines our approach to biodiversity conservation, aligning with both national and international standards, including the Global Reporting Initiative (GRI), and our commitment to responsible environmental stewardship.

Scope

This policy is applicable to all SWREL operations, including design, construction, and maintenance activities, across all regions where we operate. It extends to our interactions with ecosystems, communities, and stakeholders involved in or impacted by our projects.

Policy Commitments

Regulatory Compliance:

- SWREL will comply with all relevant local, national, and international biodiversity-related regulations, as well as global conventions such as the Convention on Biological Diversity (CBD).
- We are committed to meeting or exceeding the biodiversity reporting requirements set forth by GRI standards, particularly GRI 304: Biodiversity.

Impact Assessment and Risk Management:

- We will conduct comprehensive environmental and biodiversity assessments for all projects, identifying potential impacts on ecosystems and developing mitigation strategies.
- SWREL will integrate biodiversity considerations into our project planning, ensuring that potential risks are minimized and opportunities for enhancement are pursued.

Ecosystem Protection and Conservation:

- Our projects will prioritize the conservation of critical habitats and species, particularly those that are endangered or vulnerable.
- We will implement measures to avoid, minimize, and where necessary, restore any negative impacts on biodiversity, striving for a net positive impact on ecosystems.

Sustainable Operations:

- SWREL will promote the sustainable use of natural resources in all our operations, reducing our ecological footprint.
- We are committed to rehabilitating and restoring natural habitats affected by our activities, contributing to the preservation of biodiversity in the regions where we operate.

Monitoring, Reporting, and Continuous Improvement:

- We will establish and maintain robust monitoring systems to assess the biodiversity impacts of our operations, using this data to drive continuous improvement in our environmental performance.
- SWREL will regularly report on our biodiversity initiatives and outcomes, ensuring transparency and accountability in line with GRI standards.

Stakeholder Collaboration and Engagement:

- We will actively engage with local communities, government bodies, NGOs, and other stakeholders to promote biodiversity conservation and sustainable development.
- Collaboration with experts and environmental organizations will be sought to enhance our biodiversity practices and integrate the latest conservation techniques into our operations.

Employee Awareness and Capacity Building:

- SWREL will provide training and development opportunities to our employees and contractors, ensuring they are equipped with the knowledge and skills needed to protect biodiversity in their work.
- We will foster a culture of environmental responsibility within our organization, encouraging all employees to contribute to our biodiversity goals.

Governance

The implementation and oversight of this Biodiversity Policy will be managed by the SWREL Sustainability Committee. The committee is responsible for ensuring that all biodiversity-related activities align with our corporate sustainability objectives and report on progress to the executive leadership.

Review and Updates

This policy will be reviewed regularly and updated as necessary to reflect advancements in biodiversity conservation practices, changes in regulations, and the evolving needs of our business and stakeholders.

Approved On:

26.10.2025

Approved By:

SWREL Management

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