

Shivangi Industries

Summary of Policies | (FSC® Group Forest Management: Policies Overview)

1. Responsible Forest Management Policy

The Shivangi Industries is committed to implementing responsible forest management practices consistent with internationally recognized sustainability principles and applicable legal requirements. The group management system promotes sustainable farm forestry practices that integrate tree cultivation within agricultural landscapes while maintaining ecological balance and long-term productivity of land resources. Farmers participating in the group are encouraged to manage their plantations in a manner that protects soil fertility, maintains water resources, conserves biodiversity, and prevents environmental degradation. Management activities such as planting, maintenance, and harvesting of trees are carried out with the objective of ensuring that forestry operations remain environmentally sound, socially responsible, and economically viable for smallholder farmers.

The group management team provides guidance to farmers on sustainable management practices and ensures that the requirements of the certification system are communicated and implemented across all FMUs included in the group.

Governance and Legal Compliance Policies

2. Legal Compliance Policy

The Shivangi Industries ensures that all management activities conducted under the group certification comply with applicable national, state, and local laws and regulations. This includes laws relating to land ownership, labour rights, environmental protection, transport of forest products, and agricultural land use. The group management system verifies land ownership documentation and ensures that farmer members are aware of the legal obligations related to tree cultivation and harvesting.

Periodic verification is conducted through internal monitoring and documentation review to confirm compliance. In cases where legal requirements change or additional permissions become necessary, the group management team provides guidance to farmer members to ensure that operations remain compliant with the legal framework governing forestry and agriculture.

3. Land Tenure and Ownership Policy

The Shivangi Industries recognizes the importance of clear and legally recognized land tenure as the foundation for responsible forest management. All FMUs included in the group certification must demonstrate valid ownership or legally recognized tenure rights. Land ownership verification is conducted during farmer enrollment through review of land records and relevant documentation.

The group management system ensures that forestry activities are conducted only on lands where ownership is clearly established and where there are no unresolved disputes regarding tenure rights. This policy helps ensure transparency in land management and prevents conflicts related to land ownership or use.

Indigenous Peoples and Community Rights Policies

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4. Indigenous Peoples' Rights Policy

The Shivangi Industries recognizes and respects the rights of Indigenous Peoples in accordance with national laws and the requirements of the FSC framework. Prior to inclusion of any FMU within the group certification, an assessment is conducted to identify whether Indigenous Peoples with legal or customary rights may be affected by the management activities.

Where Indigenous communities or culturally significant sites are identified within the landscape, their rights and cultural values must be respected and appropriate measures must be taken to avoid adverse impacts. In situations where farmers themselves belong to recognized Scheduled Tribe communities but manage their own privately owned agricultural lands without affecting other Indigenous Peoples or customary territories, the applicability of Indigenous Peoples' provisions is assessed based on FSC criteria and documented accordingly.

5. Community Relations Policy

The Shivangi Industries promotes constructive and respectful relationships with neighbouring communities and local stakeholders. Forestry activities conducted by farmer members should not negatively impact neighbouring land users, shared resources, or community infrastructure. The group management system encourages open communication with communities and supports mechanisms for addressing concerns related to management activities.

Farmers are encouraged to cooperate with local authorities and community members in maintaining good social relations and ensuring that forestry activities remain compatible with local land use patterns.

Policies on ILO 1998 Fundamental Principles and Rights at Work

The Shivangi Industries is committed to respecting and promoting the **ILO Declaration on Fundamental Principles and Rights at Work (1998)**. These principles form the basis of labour and social responsibility within the group management system and apply to all work carried out within FMUs under the certification scope.

6. Freedom of Association Policy

The Shivangi Industries recognizes the right of workers to freely associate, form or join worker Shivangi Industries, and engage in dialogue regarding working conditions, in accordance with national legislation. Workers involved in forestry or agricultural operations within the FMUs are free to express their views and raise concerns related to work without fear of retaliation or discrimination.

The group management team promotes awareness among farmer members regarding the importance of respecting workers' rights and maintaining an open environment for communication.

7. Forced Labour Prevention Policy

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The Shivangi Industries strictly prohibits any form of forced, bonded, trafficked, or involuntary labour within forestry operations conducted by farmer members. Employment arrangements must be voluntary, and workers must have the freedom to leave employment without coercion or penalty.

Farmer members are responsible for ensuring that labour engaged for forestry operations is hired voluntarily and in accordance with applicable labour laws.

8. Child Labour Prevention Policy

The Shivangi Industries prohibits the employment of children in hazardous forestry activities or work that may interfere with their education, health, or development. Tasks such as chainsaw operation, heavy timber handling, and chemical handling are considered hazardous and must not be carried out by minors.

Farmer members are informed of the importance of preventing child labour and ensuring that young family members or children are not engaged in activities that may endanger their safety.

9. Non-Discrimination and Equal Opportunity Policy

The Shivangi Industries promotes equality and non-discrimination in all employment and work arrangements associated with forestry operations. Workers must be treated with dignity and respect regardless of gender, caste, religion, ethnicity, or social background.

This policy encourages fair treatment and equal opportunities in employment practices and supports the creation of safe and respectful working environments.

Worker Welfare and Safety Policies

10. Occupational Health and Safety Policy

The Shivangi Industries is committed to promoting safe working conditions for all individuals involved in forestry and agricultural activities. Farmers and workers must follow safe working practices during planting, harvesting, pruning, and timber handling operations.

Where applicable, personal protective equipment (PPE) such as gloves, protective footwear, or other safety gear should be used to reduce the risk of injury. The group management system provides guidance on safe work practices and promotes awareness of occupational safety among farmer members.

The Shivangi Industries also ensures that workers engaged in forestry activities within the FMUs are treated fairly and are protected from work-related risks. In the event that a temporary worker or employee suffers injury, occupational illness, or loss or damage of personal property directly related to forestry work activities, the smallholder farmer is responsible for ensuring appropriate assistance and compensation.

Where accidents occur during forestry operations, the following measures apply:

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- Immediate assistance and first aid must be provided to the affected worker.
- If necessary, the worker must be transported to the nearest medical facility for treatment.
- The cost of medical treatment related to the work-related injury or illness shall be borne by the smallholder farmer, or compensated appropriately.
- If personal property belonging to the worker is damaged or lost due to work-related activities, reasonable compensation shall be provided by the smallholder.
- The incident must be reported to the group management team and recorded in the accident register.

The group management system monitors incidents during internal inspections and provides guidance to farmers to ensure that workers are treated fairly and that accidents are addressed promptly and responsibly.

Environmental Management Policies

11. Environmental Protection Policy

The Shivangi Industries promotes responsible environmental management within farm forestry systems. Farmer members are encouraged to adopt practices that protect soil quality, prevent erosion, conserve water resources, and avoid pollution of surrounding ecosystems.

Activities that may lead to environmental degradation, such as improper waste disposal, uncontrolled burning, or contamination of water bodies, are discouraged. Environmental considerations are integrated into farm forestry management to maintain ecological balance.

12. Biodiversity Conservation Policy

The Shivangi Industries recognizes the importance of conserving biodiversity within the agricultural and forestry landscape. Farmers are encouraged to retain native vegetation where feasible, protect ecological features, and avoid disturbance to wildlife habitats.

Monitoring of ecological features during field visits helps identify areas that may require protection or conservation measures.

13. High Conservation Value (HCV) Protection Policy

The Shivangi Industries identifies and protects High Conservation Values that may exist within or near the FMUs. These values may include ecological habitats, culturally significant areas, or landscape features important for biodiversity conservation.

Where such values are identified, appropriate management measures are implemented to ensure that forestry activities do not negatively impact these areas. Monitoring and documentation help ensure that identified conservation values remain protected.

14. Chemical Use and Environmental Safety Policy

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The Shivangi Industries promotes responsible and controlled use of agricultural chemicals within farm forestry systems. Farmers are encouraged to minimize pesticide use and adopt integrated pest management practices wherever possible.

Where chemicals are used, they must be stored safely, handled responsibly, and applied according to recommended guidelines in order to minimize environmental and health risks.

15. Wildlife Protection Policy

The Shivangi Industries supports the protection of wildlife within farm forestry landscapes. Farmer members are instructed not to harm wildlife and to follow appropriate precautions if wildlife encounters occur. Awareness is provided regarding safe responses to wildlife presence and the importance of maintaining ecological balance in agricultural landscapes.

Management System and Accountability Policies

16. Grievance and Conflict Resolution Policy

The Shivangi Industries maintains a grievance mechanism that allows farmers, workers, and stakeholders to raise concerns related to management activities. Complaints are documented and reviewed in a transparent manner, and appropriate actions are taken to resolve disputes or address issues.

This mechanism supports accountability and helps maintain trust between the Shivangi Industries, farmer members, and external stakeholders.

17. Monitoring and Continuous Improvement Policy

The group management system conducts periodic monitoring and internal inspections to ensure that farmer members comply with management requirements and certification standards. Monitoring activities include field visits, record verification, and discussions with farmer members.

Findings from monitoring activities are used to improve management practices, strengthen farmer awareness, and ensure continuous improvement of the system.

18. Training and Capacity Building Policy

The Shivangi Industries promotes continuous learning and awareness among farmer members regarding sustainable forestry practices, legal requirements, environmental protection, and labour rights. Training and guidance provided through the group management system help farmers implement responsible management practices and maintain compliance with certification requirements.

19. Record Keeping and Documentation Policy

The Shivangi Industries maintains comprehensive records to support transparency, traceability, and accountability within the group certification system. Documentation includes farmer

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membership records, land ownership verification, monitoring reports, training records, and certified product sales documentation.

Proper record keeping supports internal management, facilitates external audits, and ensures the credibility of the certification system.

20. Contact Information

For further information regarding the FSC Forest Management Group certification, stakeholders may contact:

Shivangi Industries

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