



Business Responsibility Policy

The key objective of this Policy is to ensure a unified and common approach towards Business Responsibility across the Company in the areas such as environment, social, governance, stakeholder's relationships, etc. These policies will help to deal with the complexities and challenges that keep emerging in the conduct of its business.

The Policy is applicable to all Directors and Employees of the Company.

Principle 1: To conduct and govern business with Ethics, Transparency and Accountability

The objective is to ensure the highest standards of ethical conduct, transparency and accountability while dealing with the stakeholders and also to provide guidance and help in recognizing and dealing with ethical issues.

- i. The Company shall develop necessary governance structures, procedures and practices to ensure ethical conduct at all levels; and promote the adoption of this principle across its value chain.
- ii. The company shall assure access to information about its decisions that impact relevant stakeholders.
- iii. The Company shall not engage in practices that are abusive, corrupt, or anti-competition.
- iv. The company shall truthfully discharge its responsibility on making financial and other mandatory disclosures timely.
- v. Every employee of the company shall abide by the values and the commitment to ethical business practices reflected in the company's Code of Conduct.
- vi. The Company shall ensure that genuine concerns of misconduct /unlawful conduct is reported in a responsible and confidential manner through its Vigil Mechanism.
- vii. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.

Principle 2: To provide goods and services that assure safety and contribute to sustainability through their life cycle.

The objective is to ensure safety and sustainability into its processes and products throughout its lifecycle which covers various stages beginning from procurement of raw material, product design and manufacturing till its delivery to the customers.

- i. The Company shall ensure that its products and services are manufactured/delivered through optimal use of resources.
- ii. In designing the product, the Company shall ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.
- iii. The Company shall regularly review and improve upon the process of new technology development, deployment and commercialization, as well as incorporating social, ethical, and environmental considerations.
- iv. The Company shall raise the consumer's awareness with regard to their rights through education, product labelling, appropriate and helpful marketing communication, full details of contents and composition as per applicable laws and promotion of safe usage and disposal of their products and services.
- v. The Company shall ensure that while procuring, manufacturing and delivering goods and services it will follow the Quality policy.
- vi. Ensure compliance with the applicable laws with respect to product manufacturing and sales.

Principle 3: Promote the wellbeing of all employees

The objective is to ensure development and growth of employees by motivating and by imparting necessary guidance and training. The policies, procedures and practices in the company should be aligned to meet employees' well-being, diversity, non-discrimination, safety and health.

- i. The Company shall respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance Redressal mechanisms.
- ii. The Company shall provide and maintain equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation.
- iii. The Company shall not use child labour, forced labour or any form of Involuntary labour, paid or unpaid.
- iv. The Company shall take cognizance of the work-life balance of its employees.
- v. The Company shall provide a workplace environment that is safe, hygienic humane, and which upholds the dignity of the employees.
- vi. The Company shall ensure continuous skill and competence upgradation of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis.
- vii. The Company shall promote employee morale and career development through enlightened human resource interventions.
- viii. The Company shall create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

ix. The company shall strive to instil a sense of duty in every employee including those of service providers at the Company's premises, towards their personal safety, as well as that of their co-workers

x. The Company strives to regularly communicate to its employees all the policies related to them so as to keep them aware of the same and allow them to take optimum advantage of the same.

Principle 4: To respect the interest of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.

The objective is to respect the interest of, and be responsive towards its various stakeholders like employees, suppliers, stockists, dealers, customers, shareholders / investors and government / regulatory authorities. The Company values the support of its stakeholders and endeavours to maintain a cordial relationship and safeguard the interests of all the stakeholders.

i. The Company shall understand the concerns of its stakeholders, define purpose and scope of engagement, and commit to engaging with them.

ii. The Company shall acknowledge, assume responsibility and be transparent about the impact of the policies, decisions, product & services and associated operations on the stakeholders.

iii. The Company shall give special attention to stakeholders in areas that are underdeveloped.

iv. The Company shall resolve differences with stakeholders in a just, fair and equitable manner.

v. The Company shall remain accessible to all stakeholders in order to understand their concerns and respond accordingly. The Company shall endeavour to maintain healthy stakeholder's engagement, allow stakeholders participation and shall promote collective decision making process as far as practically possible.

Principle 5: To respect and promote human rights

The objective is to respect and promote human rights. It is to ensure that basic human rights are respected, valued and protected keeping in mind the Constitution of India, Laws, Policies and the International Bill of Human Rights and accordingly, formulate all policies, practices, procedures and rules of the Company.

i. The Company shall integrate respect human rights in management systems, in particular through assessing and managing human rights impacts of operations and all impacted by the business have access to grievance mechanisms.

ii. The Company shall recognize and respect the human rights of all relevant stakeholders including that of communities, consumers and vulnerable and marginalized groups.

iii. The Company shall, within their sphere of influence, promote the awareness and realization of human rights across their value chain.

iv. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.

Principle 6: To respect, protect and make efforts to restore the environment

The objective is to ensure to respect, protect and make efforts to restore the environment. The Company places highest corporate priority in ensuring and adhering to best procedures relating to environment protection. The Company sets high standards in the area of environmental responsibility — striving for performance that does not merely comply with regulations but reduces environmental impacts.

i. The Company shall utilize natural and manmade resources in an optimal and responsible manner and ensure the sustainability of resources by reducing, reusing, recycling and managing waste.

ii. The Company shall take measures to check and prevent pollution. The Company shall assess the environmental damage and take the necessary steps with due regard to public interest.

iii. The Company shall continuously seek to improve their environmental performance by adopting cleaner production methods, promoting use of energy efficient and environment friendly technologies and use of renewable energy.

iv. The Company shall develop Environment Management Systems (EMS) and contingency plans and processes that help in preventing, mitigating and controlling environmental damages and disasters, which may be caused due to its operations.

v. The Company shall strive to report their environmental performance, including the assessment of potential environmental risks associated with the operations, to the stakeholders in a fair and transparent manner.

vi. Provide on-going training to bring about a culture of environmental protection as a core value and involve all employees in achieving the above.

Principle 7: When engaged in influencing public and regulatory policy, the company shall do so in a responsible manner.

The objective is to ensure that to protect overall interest of its business and the diverse stakeholders. The Company has to express its fair views, opinions, representations, concerns etc on the policies framed by the competent authorities. The Company may either itself or through various association/forums /chambers make such representations etc before the competent authorities.

i. The company shall work with industry organisations that are engaged in policy advocacy in a responsible manner.

ii. The Company will make reasonable efforts to ensure that its advocacy positions are consistent with the principles and core elements enhancing business responsibility and transparency.

iii. The Company may, in the best interest of all stakeholders, provide inputs in policy making decisions to various governmental authorities and agencies which concern the business and as well as

the society in general, either directly or through the trade and industry chambers and such other collective platforms.

Principle 8: To support inclusive growth and equitable development

The objective is to frame guidelines and mechanism for undertaking socially relevant programs for welfare and sustainable development of the community at large.

- i. The Company shall innovate and invest in products, technologies and processes that promote the wellbeing of society.
- ii Identification of the impact of the Company's operations on social and economic development.
- iii. The Company shall be sensitive to the local concerns
- iv. The Company will endeavour to give priority to the regions that are underdeveloped near the business operations of the Company.
- v. The company shall undertake CSR activities in accordance with Schedule VII of the Companies Act, 2013 as per the recommendation of the CSR committee and as per the CSR Policy of the company.

Principle 9: To engage with and provide value to consumers and consumers in a responsible manner.

The objective is to maintain trust, satisfaction and loyalty of our consumers by ensuring to make available its products that are safe and competitively priced for the benefits of its customers / end users.

- i. The Company, while serving the needs of the customers, shall take into account the overall well-being of the customers and that of society.
- ii. The Company shall ensure that there is no restriction on the freedom of choice and free competition in any manner while designing, promoting and selling the products.
- iii. The Company shall disclose all information truthfully and factually, through labelling and other means so that the customers can exercise their freedom to consume in a responsible manner. Where required, the Company shall also educate the customers on the safe and responsible usage of the products and services of the Company.
- iv. The Company shall promote and advertise the products in ways that do not mislead or confuse the consumers or violate any of the principles in these Guidelines.
- v. The Company shall exercise due care and caution while providing goods and services that result in over exploitation of natural resources or lead to excessive conspicuous consumption.
- vi. The Company shall provide adequate grievance handling mechanisms to address customer concerns and feedback.

DISCLOSURES & IMPLEMENTATION

This Policy shall be appropriately communicated across all levels and shall be appropriately disclosed in the Annual Report. The Company shall ensure that all Principles are followed in compliance with all applicable laws.

The Company shall proactively persuade its business partners and third parties with whom it conducts business to abide by the principles contained in this Policy.

This Policy would be subject to modification in accordance with the guidelines /clarifications as may be issued from time to time by relevant statutory and regulatory authorities.