



## **BUSINESS RESPONSIBILITY POLICY**

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### **1. BACKGROUND, OBJECTIVE, SCOPE AND APPLICABILITY**

Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 requires the top 1000 listed companies to submit as a part of their Annual Report, a Business Responsibility Report describing the initiatives taken by them from an environmental, social and governance perspective, in the format given under the LODR.

This Business Responsibility Policy is based on principles enunciated in the National Voluntary Guidelines on Social, Environmental and Economic responsibilities of a Business released by the Ministry of Corporate Affairs, towards conducting business by a company.

The key objective of this Policy is to ensure a unified and common approach to the dimensions of Business Responsibility Reporting across the Company and act as a strategic driver that will help the Company respond to the complexities and challenges that keep emerging and be abreast with changes in regulations.

### **2. POLICY**

The Company believes in the highest standards of good and ethical business practices. It believes that good business practices stem from the culture and mindset of the organization. It is therefore not merely about enacting regulations and procedures but also about establishing an environment of trust and confidence among various stakeholders. Company's business practices would therefore be governed by the following guiding principles.

**Principle 1:** Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable with a view to ensure responsible conduct and actions for the effective adoption, implementation and the making of disclosures to all stakeholders.

**Principle 2:** Businesses should provide goods and services in a manner that is safe and sustainable to contribute towards enhancing the quality of life in a manner that creates value while minimizing its adverse impacts on the environment and society through all stages of its life cycle, from design to final disposal.

**Principle 3:** Businesses should respect and promote the well-being of all employees, including those in the value chain by encompassing all policies and practices relating to the equity and dignity without any discrimination.

**Principle 4:** Businesses should respect the interests of and be responsive to all its stakeholders by maximizing the positive impacts and minimize the negative impacts on them.

**Principle 5:** Businesses should respect and promote human rights imbuing the ideologies of the Constitution of India, the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. This principle is based upon the holistic respect for human rights offering a practical and legitimate framework for business leaders seeking to avail business opportunities and management of risks in a responsible manner.

**Principle 6:** Businesses should respect and make efforts to protect and restore the environment recognizing that environmental responsibility is a prerequisite for sustainable economic growth and for the welfare of society. It encourages businesses to understand environmental risks and opportunities material to business working towards mitigation of harmful impacts considering aspects such as pollution, biodiversity conservation and climate change (mitigation and adaptation) in a comprehensive and systematic manner.

**Principle 7:** Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent for greater public good.

**Principle 8:** Businesses should promote inclusive growth and equitable development identifies the value of the energy and enterprise of businesses and encourages them to innovate and contribute to the overall development of the country with a specific focus on disadvantaged, vulnerable and marginalised communities.

**Principle 9:** Businesses should engage with and provide value to their consumers in a responsible manner thereby striving to make available products that are safe, competitively priced, easy to use and safe to dispose of, for the benefit of their consumers.

### 3. DISCLOSURES & IMPLEMENTATION

This Policy shall be appropriately communicated across all levels and shall be appropriately disclosed in the Annual Report and on the website of the Company.

The Company shall ensure that all principles are followed in compliance with all applicable laws.

### 4. EFFECTIVE DATE

The effective date of the Policy shall be January 31, 2022.

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