

BUSINESS RESPONSIBILITY AND SUSTAINABILITY POLICIES

1. PURPOSE

- 1.1.** This Business Responsibility and Sustainability Policies ("Policy") sets out the commitment of the Company towards conducting its business responsibly, ethically, transparently, and sustainably. The Policy establishes the Company's principles for responsible business conduct across governance, environmental responsibility, employee well-being, human rights, sustainable value chains, customer relations, and community development.

2. INTRODUCTION

- 2.1.** The Policy is aligned with the following principles of responsible business conduct in accordance with National Guidelines on Responsible Business Conduct (NGRBC) and supports compliance with the Business Responsibility and Sustainability Reporting (BRSR) framework prescribed by the Securities and Exchange Board of India (SEBI).

Principle	Description
Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

3. POLICY ON PRINCIPLES

- 3.1. Policy on Principle 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

The Company shall:

- a. Establish governance structures, policies and procedures that promote ethical conduct, transparency and accountability throughout its operations.
- b. Strengthen ethical conduct and integrity through preventive vigilance measures by promoting transparency, accountability and awareness among employees and stakeholders.

- c. Ensure implementation of the principles of responsible business conduct across all business activities and encourage adoption across its value chain.
- d. Disclose and communicate transparently and enable access to information regarding its policies, procedures, performance and decisions that impact stakeholders.
- e. Fulfil all statutory obligations in the letter and spirit of the law, promote fair competition and ensure equitable treatment of stakeholders.
- f. Establish appropriate mechanisms to address conflicts of interest involving Directors, employees and business partners.
- g. Ensure that the Company does not engage in illegal, abusive, fraudulent, corrupt or anti-competitive practices.

3.2. Policy on Principle 2 - Businesses should provide goods and services in a manner that is sustainable and safe

The Company shall:

- a. Design and deliver products and services using resource-efficient, energy-efficient and low-carbon processes wherever feasible.
- b. Assess environmental and social impacts of its products and services and strive to minimise adverse impacts.
- c. Promote responsible use and provide stakeholders with relevant information regarding sustainability and safety aspects.
- d. Encourage circular economy principles, including reduction, reuse, recycling and recovery of materials and resources.

3.3. Policy on Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains

The Company shall:

- a. Provide equal opportunity at the time of recruitment, during the course of employment, and at the time of separation without any discrimination.
- b. Comply with presidential directives and guidelines on reservation for Scheduled Caste (SC)/ Scheduled Tribes (ST)/ Other Backward Classes (OBC)/ Economically Weaker Sections (EWS)/ Ex-servicemen and Persons with Benchmark Disabilities (PwBD) issued by the Government of India from time to time.
- c. Respect freedom of association, collective bargaining and employee participation in accordance with applicable laws.
- d. Prohibit child labour, forced labour and all forms of involuntary labour.
- e. Provide fair, timely and transparent remuneration and aspire to ensure fair living wages.
- f. Maintain a workplace that is safe, healthy, inclusive, accessible and free from harassment and discrimination.
- g. Promote employee welfare, work-life balance, continuous learning, skill enhancement and career development.
- h. Ensure compliance with all applicable labour, employment, social security, occupational health and safety laws and regulations.

- i. Promote diversity, equity and inclusion and provide equal opportunities irrespective of gender, age, caste, religion, disability or any other protected characteristic.
- j. Maintain a workplace free from sexual harassment and ensure compliance with applicable laws relating to prevention of sexual harassment.

3.4. Policy on Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders

The Company shall:

- a. Acknowledge, assume responsibility and be transparent about the impact of its policies, decisions, products, services and operations on stakeholders and the environment.
- b. Identify stakeholders, understand their expectations and concerns and engage with them in a meaningful manner.
- c. Establish mechanisms for stakeholder consultation, grievance redressal and resolution of disputes in a fair and equitable manner.
- d. Ensure that all stakeholders benefit fairly from the value generated by the Company.

3.5. Policy on Principle 5 - Businesses should respect and promote human rights

The Company shall:

- a. Respect and promote constitutional values and internationally recognised human rights.
- b. Establish systems and processes to identify, prevent, mitigate and address adverse human rights impacts.
- c. Promote awareness of human rights among employees and across the value chain.
- d. Ensure access to effective grievance redressal mechanisms for persons whose rights may be impacted by the Company's activities.

3.6. Policy on Principle 6 - Businesses should respect and make efforts to protect and restore the environment

The Company shall:

- a. Formulate policies, procedures and systems to assess, measure and address environmental impacts arising from its operations.
- b. Promote sustainable use of natural resources, and manufactured materials.
- c. Adopt measures for pollution prevention, waste minimisation, reuse, recycling and recovery of resources.
- d. Establish measurable environmental objectives, targets and performance indicators.
- e. Address climate change through mitigation, adaptation and resilience-building initiatives.
- f. Promote adoption of cleaner technologies, renewable energy and resource-efficient practices across its operations and value chain.

3.7. Policy on Principle 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

The Company shall:

- a. Provide constructive inputs and representations to Government and regulatory authorities on policy matters, whenever sought, in a transparent and responsible manner.
- b. Ensure that policy advocacy positions are aligned with the principles contained in this Policy.
- c. Undertake policy advocacy through recognised industry associations and collective forums, wherever appropriate.
- d. Promote fair competition, transparency and respect for human rights in all advocacy efforts.

3.8. Policy on Principle 8 - Businesses should promote inclusive growth and equitable development

The Company shall:

- a. Take appropriate actions to minimise adverse impacts on the social, cultural and economic aspects of society arising from its operations and take suitable actions to mitigate negative impacts.
- b. Promote inclusive growth through innovation, investment, skill development and community engagement.
- c. Undertake Corporate Social Responsibility initiatives in accordance with applicable laws, the CSR Policy of the Company and the CSR themes notified by the Department of Public Enterprises (DPE) from time to time.
- d. Respect all forms of traditional knowledge and intellectual property rights and endeavour to ensure equitable sharing of benefits where applicable.

3.9. Policy on Principle 9 - Businesses should engage with and provide value to their consumers in a responsible manner

The Company shall:

- a. Minimise and mitigate adverse impacts of its products and services on consumers, society and the environment.
- b. Ensure that it does not restrict freedom of choice or fair competition while designing, promoting and delivering its products and services.
- c. Protect consumer privacy and personal data.
- d. Maintain accessible and effective customer grievance redressal mechanisms.

4. REVIEW AND AMENDMENT

- 4.1.** The Chairman and Managing Director of the Company may review and amend this Policy as may be required from time to time in accordance with the provisions of applicable statutes.

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