



BUSINESS RESPONSIBILITY & SUSTAINABILITY POLICY

1. BACKGROUND

The Business Responsibility and Sustainability Policy ("Policy") has been formulated in response to the Securities and Exchange Board of India's (SEBI) mandate for a Business Responsibility and Sustainability Report (BRSR).

The Policy is based on the nine principles explicated in the National Guidelines on Responsible Business Conduct (NGRBC) by the Ministry of Corporate Affairs (MCA). The primary aim of the Policy is to ensure that all business activities at Company aligns with the core NGRBC requirements for each principle.

Although Company has policies in place that address some of the NGRBC principles, this Policy is intended to provide a more comprehensive approach to fulfilling these requirements. The company is committed to periodic evaluation of its policies and strengthening the policy framework to demonstrate its commitment to Business Responsibility and Sustainability.

Through this Policy, Company aims to promote transparency, accountability, and responsible business conduct, across Departments and Verticals in the Company, which will ultimately contribute to the long-term success of the company & betterment of society and environment. The Company will also make its best efforts to encourage other entities in the value chain and its subsidiaries to participate in the Business Responsibility initiatives depending upon their means and resources.

This Policy reaffirms the Company's commitment to adhere to the BRSR guidelines, as well as to contribute to sustainable development and fulfil its social, environmental, and economic responsibilities. The Company aims to establish itself as a sustainable, long-term business that delivers value to all its stakeholders.

2. THE NGRBC PRINCIPLES OF SKIPPERS' BRSR FRAMEWORK

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

3. MAPPING OF EXISTING POLICIES WITH THE NGRBC PRINCIPLES

NGRBC BRSR Principle	Existing Policies
Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable	<ul style="list-style-type: none"> • Code of Conduct for Directors/ Senior Management • Anti-Bribery and Anti-Corruption Policy • Whistle Blower Policy
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> • EHS Policy • Product Quality Policy • Supplier Code of Conduct
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	<ul style="list-style-type: none"> • Code of Conduct for Directors/ Senior Management • Nomination & Remuneration Policy • Policy for Prevention/ Prohibition/ Redressal of Sexual Harassment of Women at Workplace (POSH Policy) • Whistle Blower Policy
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> • Code of Conduct for Directors/ Senior Management • Policy on Determining Materiality of Events • Code of Practices & Procedures for Fair Disclosure of UPSI • Whistle Blower Policy • Dividend Distribution Policy • Risk Management Policy
Principle 5: Businesses should respect and promote human rights	<ul style="list-style-type: none"> • Code of Conduct for Directors/ Senior Management • Whistle Blower Policy • POSH Policy
Principle 6: Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> • Code of Conduct for Directors/ Senior Management • EHS Policy • Product Quality Policy • Corporate Social Responsibility Policy
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> • Code of Conduct for Directors/ Senior Management • Anti-Bribery and Anti-Corruption Policy
Principle 8: Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> • Corporate Social Responsibility Policy • EHS Policy • Code of Conduct for Directors/ Senior Management
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none"> • EHS Policy • Code of Conduct for Directors/ Senior Management

4. POLICY

The company believes its commitment to sustainable principles is key to achieving business excellence. Therefore, Company adopted the principles of good governance, environmental consciousness, and social responsibility as the guiding principles for our business operations. We remain committed to upholding these principles in all our business activities to create a positive impact on our stakeholders and society as a whole.

4.1. Conduct Business with Ethics, Transparency, and Accountability

- i. Conduct business with integrity and respect for all stakeholders.
- ii. The Company shall develop governance structures, procedures, and practices that ensure ethical conduct at all levels in the organization and inculcate ethical procedures into the work culture among all its employees.
- iii. The Company shall communicate transparently with its stakeholders and provide access to information about company's decisions that impact them. The Company shall ensure maximum appropriate disclosures without jeopardizing the Company's strategic interest.
- iv. Company shall not engage in practices that are abusive, corrupt or anti-competition.
- v. Company shall truthfully discharge its responsibility on financial and other mandatory disclosures.
- vi. Company shall report on the status of the adoption of these guidelines as necessary.
- vii. Company shall avoid complicity with the actions of any third party that violates any of the principles contained in these guidelines.

4.2 Product Safety and Lifecycle Sustainability

- i. Company shall provide products that assure safety and optimal resource use over the life cycle of the product.
- ii. Company shall ensure that its products and services comply with all applicable standards and minimize the use of hazardous substances whenever possible.
- iii. Company shall conduct regular product safety assessments and testing to identify potential hazards and ensure compliance with safety and sustainability standards.
- iv. Company shall regularly review and improve upon the process of new technology development, deployment and commercialization, incorporating social, ethical, and environmental considerations.
- v. Company shall raise consumers' awareness of their rights through education, product labelling, appropriate marketing and shall provide details of contents and composition and promote safe usage and disposal of its products and services, wherever applicable.
- vi. Company shall create awareness among suppliers to follow the highest standards of product safety and sustainability practices and procure from responsible suppliers.
- vii. In designing the product, Company shall ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.
- viii. Company shall recognize and respect the rights of people who may be owners of traditional knowledge and other forms of intellectual property, wherever relevant.
- ix. Company shall promote sustainable consumption, including recycling of resources.

4.3 Promote Wellbeing of all employees

- i. The company shall facilitate all employees to work in safe, healthy, and respectful environments.
- ii. Company shall respect the right to freedom of association, participation, and collective bargaining and provide access to appropriate grievance redressal mechanisms.
- iii. Company shall provide and maintain equal opportunities at all stages of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation.
- iv. Company shall not use child labour, forced labour or any other form of involuntary labour, paid or unpaid.
- v. Company shall take cognizance of work life balance of its employees, with a focus on physical and mental wellness.
- vi. Company shall provide facilities for the well-being of its employees, including those with special needs.
- vii. Company shall ensure timely payment of fair living wages in line with the statutory requirements and applicable industry standards that meet the basic needs and economic security of the employees.
- viii. Company shall provide a workplace environment that is safe, hygienic, humane and which upholds the dignity of the employees.
- ix. Company shall create awareness of these provisions to the employees and train them on a regular basis.
- x. The company shall provide equal and non-discriminatory access to learning opportunities for continuous skill and competence upgrading, and promote employee morale and career development.
- xi. Company shall create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.
- xii. The Company shall provide its employees and workers access to appropriate grievance redressal mechanism.

4.4 Respecting and Protection of Stakeholders Interest

- i. The Company shall systematically identify and prioritize its stakeholders based on their level of impact and interest in the company's operations.
- ii. The Company shall engage with its stakeholders, understand their concerns, establish a clear purpose and scope of engagement and commit to ongoing communication with them.
- iii. Company shall acknowledge responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders and take steps to mitigate any negative impacts.
- iv. Company shall give special attention to stakeholders in the areas that are underdeveloped.
- v. Company shall resolve differences with stakeholders in a just, fair and equitable manner.

4.5 Respecting and Promoting Human Rights

- i. Company shall maintain compliance with applicable constitutional and legal human rights requirements.
- ii. Company shall respect and uphold the human rights of all stakeholders, including employees, customers, suppliers, and communities.
- iii. Company shall not engage in or support any form of forced or child labour and shall ensure fair labour practices and safe working conditions for all employees.

- iv. Company shall promote diversity, equality, and non-discrimination in its workplace, and prohibit any form of harassment or violence.
- v. Company shall respect the rights of marginalized communities in its operations and seek to engage them in a meaningful and respectful manner.
- vi. Company shall encourage responsible sourcing practices that respect human rights, including in its supply chain.
- vii. Company shall support and respect the rights of local communities to participate in decision-making processes that affect their lives and livelihoods.
- viii. The Company shall communicate the on Human Rights to all its employees and value chain partners to familiarize them with its key.
- ix. Company shall regularly review and improve its human rights-related practices based on stakeholder feedback and changing circumstances.

4.6 Protecting, Preservation and Restoring of Environment

The company shall comply with all relevant environmental laws and regulations and regularly review and update its policies to ensure ongoing compliance.

- 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. Company shall take measures to check and prevent pollution and shall assess environmental impacts and shall take steps towards pollution abatement in public interest, wherever possible.
- iii. Company shall ensure that benefits arising out of access and commercialization of biological and other natural resources and associated traditional knowledge are shared equitably.
- iv. The Company shall continuously seek to improve their environmental performance by adopting cleaner production methods, promoting the use of energy-efficient and environment-friendly technologies and renewable energy while encouraging sustainable practices in its supply chain.
- v. Company shall develop systems and contingency plans and processes that shall help in preventing, mitigating and controlling environmental damages and disasters, which may be caused due to its operations or that of a member of the value chain.
- vi. Company shall strive to report its environmental performance, including the assessment of potential environmental impacts associated with its operations, to the stakeholders in a fair and transparent manner.
- vii. Company shall persuade and support its value chain to adopt these principles.

4.7 Behaving responsibly when involved in influencing Public & Regulatory Policy

- i. While pursuing policy advocacy, Company shall ensure that their advocacy positions are ethical and consistent with these policies and sub-policies.
- ii. Company shall, to the extent possible, utilize the trade and industry chambers and associations and other such collective platforms to undertake such policy advocacy.

4.8 Support Inclusive Growth & Equitable Development and Enrichment

- i. Company shall foster positive relationships with local communities through regular engagement and communication.
- ii. Company shall understand impact of its operation on social and economic development and respond through appropriate action to minimize the negative impacts.

- iii. Company shall innovate and invest in products, technologies, and processes that promote the well-being of society.
- iv. Company shall prefer MSMEs and small producers, wherever possible while procuring the input material from them.
- v. Company shall make efforts to compliment and support the development priorities at local and national levels and assure appropriate resettlement and rehabilitation of communities who have been displaced owing to our business operations.
- vi. Company shall encourage employee volunteerism and community service activities.
- vii. Company shall be sensitive to local concerns while operating in regions that are underdeveloped.
- viii. Company shall establish grievance mechanisms to address community concerns and complaints.

4.9 Responsible Customer & Consumer Engagement

- i. Company while serving the needs of their customers, shall take into account the overall well-being of the customers and that of the society at large.
- ii. Company shall ensure that that they do not restrict the freedom of choice and free competition in any manner while designing, promoting and selling its products.
- iii. Company shall provide accurate and complete information about products, through labelling and other by other means, including their intended use, potential impacts, and recommended maintenance and disposal practices.
- iv. Company shall also educate its customers on the safe and responsible usage of its products and services, wherever required.
- v. Company shall promote and advertise its products in ways that do not mislead or confuse the customers or violate any of the principles of these policies.
- vi. 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.
- vii. Company shall maintain customer privacy and data security, and comply with applicable data protection regulations.
- viii. Company shall provide adequate customer grievance handling mechanisms to address customer concerns and feedback.

5. IMPLEMENTATION AND MONITORING

The Environment, social & Governance Committee (ESG Committee) shall monitor implementation of this policy through various projects / activities / initiatives undertaken for this purpose. The Committee shall be responsible for ensuring that the policy is implemented throughout the Company.

6. AMENDMENTS

The Board of Directors are authorized to make alterations to this policy as considered appropriate from time to time, however such alterations shall not be inconsistent with the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 or any other regulatory provisions.