




# Promising responsible conduct

Fairness, transparency, and equity are the pillars of corporate governance at Sagar Cements. These values are imbibed in our day-to-day functioning and allow us to create long-term value for all our stakeholders. We are committed to conducting our business following highest standards of ethics and compliance to local laws. Our diverse Board gives strategic direction to our functioning and upholds our competitive advantage through extensive skillset and perspectives.

We are actively embedding ESG in every aspect of our business and is developing specific ESG related KRA's and incentives for the Board and the management which will link their compensation to achieving the ESG targets. Our Board periodically reviews the committees, governance policies, and the succession planning while the Code of Conduct covers all the aspects that govern a responsible business. Sagar Cements is also compliant to General Data Protection (GDP), ensuring the data and information systems of the Company are safe and secure.

## Focus areas

-  Corporate governance practices
-  Transparency and stakeholder engagement
-  Ethics and compliances



**3**  
Women members  
on Board

**33%**  
of Independent Directors  
on Board

## Corporate governance practices

We strive for optimal levels of governance practices and have formalised several policies and standards to protect human rights along promoting an ethical behaviour. Trust and reputation of our brand for our stakeholders is non-negotiable and we aim to always provide transparency and accountability through our actions. Sagar Cements has come up with a set of policies and charters that are reviewed by our Board from time to time.

### Governance policies

- Whistle-blower policy
- Business responsibility policy
- Code of Conduct
- Anti-corruption policy
- Anti-corruption risk assessment policy
- Fair competition policy
- Human rights policy
- Public policy and political statement
- Stakeholder engagement policy
- Innovation policy

The Company lays a strong emphasis on human rights and is intended to extend its scope to cover our value chain partners. Our policies uphold the anonymity and safety of our employees. We commit a fair and equitable treatment to our employees when it comes to salaries and no discrimination is done on the basis of caste, creed, gender, sexual orientation among others. A lot of efforts are spent in educating and sensitising employees to bring to the notice of the relevant committee of any inappropriate observation that might impact the values we work with.

**5**  
Committees headed by  
Independent Directors:  
Audit, CSR, Investment, Remuneration  
and Securities Allotment Committee

## Transparency and stakeholder engagement

Regularly engaging with our stakeholders for fruitful discussions on understanding their expectations is something that we have always been following at Sagar Cements. We have designed appropriate engagement methods and plans that meet international standards and tailored to the stakeholders' needs with well-defined objectives and outcomes. These engagements are performed in an interactive manner where stakeholders can openly provide their feedback. A team then works on resolving their concern areas in a timely manner.

## Ethics and compliances

Enforcement systems are always on the vigil to prevent, control, mitigate and eliminate corrupt practices, including bribery, fraud, embezzlement, concealment, and trading in influence. A development of a culture that has zero tolerance towards indulging and supporting in any form of corruption. It means enforcing regulations that holds responsible anyone including business partners who may engage into any acts that may be constructed as bribery or corruption. The Whistle-blower policy provides a safeguard to handle such situations and protects the interests of those who report any violation.