



## **BUSINESS RESPONSIBILITY POLICY**

(Effective date of implementation: 29<sup>th</sup> May 2020)

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#### 1. **Scope, Purpose and Applicability:**

This Policy on Business Responsibility ('BR Policy' or 'Policy') has been framed in line with the requirements of Regulation 34 and other applicable provisions of the Listing Regulations and is intended to ensure that the Company contributes towards sustainable development and fulfills its social, environmental and economical responsibilities.

This Policy confirms the Company's commitment to follow the principles laid down in the National Voluntary Guidelines on Social, Environmental and Economic responsibilities of Business published by the Ministry of Corporate Affairs towards conducting its business.

This policy is applicable to all departments and the personnel associated with them. The Company will also make its efforts to persuade other entities under the various chain and its subsidiaries to participate in this initiative subject to their means and resources.



## **2. Principles and policies:**

### **Principle 1: Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable**

#### **Policy:**

- 1) The company shall develop necessary governance structures, procedures and practices to ensure ethical conduct at all levels; and to promote the adoption of this principle across the value chain.
- 2) The Company shall assure access to information about its decisions that impact relevant stakeholders.
- 3) The company shall not engage in practices that are abusive, corrupt, or anti-competition.
- 4) The company shall truthfully discharge its responsibility on timely disclosure of financial and other mandatory information.
- 5) The company shall ensure that genuine concerns of misconduct/ unlawful conduct can be reported in a responsible and confidential manner through its Vigil Mechanism.
- 6) The Company shall encourage its business associates and third parties with whom it conducts business to abide by this policy.
- 7) The Company shall report on the status of adoption of these Guidelines, as may be necessary.

### **Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe**

#### **Policy**

The Company strives to:

- 1) Ensure resource-efficient and sustainable manufacturing processes and technologies to produce the various grades of cement
- 2) Focus on product stewardship throughout the life cycle of the Company's products and provide information on their safe use and recycling



- 3) Review and implement new developments in cement making technologies, practices and sourcing, which have lower impact on environment and will boost community development.
- 4) Ensure optimum utilization of natural resources viz. water, raw materials, energy while focusing on reduction, re-use and recycling opportunities of these resources., wherever possible, further ensuring that there is no over consumption of planet's resources.
- 5) Assure safety and optimal use of resources over the business lifecycle and ensure that everyone connected with it is aware of his responsibilities;
- 6) Continue to progressively factor in relevant social and environmental considerations during its manufacturing process.
- 7) Continue upgrading its manufacturing process ensuring that the processes and technologies required for the purpose are resource efficient and sustainable.
- 8) Work with supply chain members who comply with applicable laws and regulations related to labour practices, human rights, bribery and corruption, occupational health, safety and environment ;
- 9) Work towards building capacity such that all the value chain partners, namely the third party service providers including transporters and suppliers of significant raw materials, are sensitised and empowered to fulfill their respective roles and responsibilities towards sustainability ;
- 10) Encourage its business associate and third parties with whom it conducts business to abide by this policy.
- 11) Regularly review and improve upon the technological advancement and commercialization, incorporating Social, Ethical & Environmental consideration.

**Principle 3: Businesses should respect and promote the well-being of all its employees, including those in their value chains.**

**Policy**

- 1) The Company respects the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance Redressal mechanisms.
- 2) 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.



- 3) The Company shall not use child labour, forced labour or any form of involuntary labour, paid or unpaid.
- 4) The Company shall take cognizance of the work-life balance of its employees, especially that of women.
- 5) The Company shall Provide facilities for the wellbeing of the employees including those with special needs and ensure timely payment of fair living wages to meet basic needs and economic security of the employees.
- 6) The company would provide a workplace environment that is safe, hygienic, humane, and which upholds the dignity of the employees. The Company shall create awareness of these provisions to the employees while training them on a regular basis.
- 7) The Company would ensure continuous skill and competence up-gradation of all its employees by providing them with access to necessary learning opportunities, on an equal and non-discriminatory basis and promote employee morale and career development through enlightened human resource interventions.
- 8) The company shall implement necessary systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

**Principle 4 : Businesses should respect the interests of and be responsive to all their stakeholders**

**Policy**

- 1) The Company would systematically identify its stakeholders, understand their concerns, define the purpose and scope of their engagement, and commitment to engage with them.
- 2) The company would acknowledge responsibility and be transparent about the impact of the policies, decisions, product and services and associated operations on the stakeholders.
- 3) The Company would resolve differences with stakeholders in a just, fair and equitable manner.



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**Principle 5: Businesses should respect and promote human rights.**

**Policy**

- 1) The company shall integrate respect for human rights in its management systems, in particular through assessing and managing human rights impacts of its operations ensuring that all individuals impacted by the business have access to grievance mechanisms.
- 2) The company shall recognize and respect the human rights of all relevant stakeholders and groups, including that of communities, consumers and other vulnerable and marginalized groups.
- 3) The company shall, within its sphere of influence, promote the awareness and realization of human rights across its value chain.
- 4) The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.

**Principle 6 : Businesses should respect and make efforts to protect and restore the environment.**

**Policy**

- (1) The company shall utilize natural and man-made resources in an optimal and responsible manner and ensure the sustainability of resources by reducing, reusing, recycling and managing waste, wherever possible..
- 2) The Company shall take appropriate steps to check and prevent pollution and assess the environmental damage and bear the cost of pollution abatement with due regard to public interest.
- 3) The company shall continuously seek to improve environmental performance by adopting cleaner production methods, promoting use of energy efficient and environment friendly technologies and use of renewable energy.
- 4) The company shall develop Environment Management Systems and contingency plans and processes that shall help it in preventing, mitigating and controlling environmental damages and disasters, which may be caused due to its operations.



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

**Policy**

- 1) The Company,, while pursuing policy advocacy, shall ensure that its advocacy positions are consistent with these Policies and Sub policies.
- 2) To the extent possible, the company shall, utilize the trade and industry chambers and associations and other such collective platforms to undertake policy advocacy.

**Principle 8: Businesses should promote inclusive growth and equitable development.**

**Policy**

- 1) The company shall innovate and invest in products, technologies and processes that promote the wellbeing of society.
- 2) The company shall make efforts to complement and support the development priorities at local and national levels, and assure appropriate resettlement and rehabilitation of communities who have been displaced owing to their business operations.
- 3) The company shall be sensitive to local concerns while operating in regions that are underdeveloped.
- 4) The company shall undertake CSR activities in accordance with Schedule VII of the Companies Act, 2013 as per the recommendation of its CSR committee and as per its CSR policy.

**Principle 9 : Businesses should engage with and provide value to their consumers in a responsible manner..**

**Policy**

- 1) The company shall take into account the overall well-being of the customers and the society.
- (2) Company shall ensure that it does not restrict the freedom of choice and free competition in any manner while designing, promoting and selling its products.



3) The company shall make full disclosures of all information truthfully and factually, through proper labeling and other means, including the risks to the individual to society and

a. to the planet from the use of the products, so that the customers can exercise their freedom to consume in a responsible manner. Where required, the Company should also educate the customers on the safe and responsible usage of its products and services.

(iv). The Company shall ensure that promotion and advertisements of its products do not mislead or confuse the consumers or violate any of the principles in these policies.

(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.

### **Implementation**

The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's website.

The implementation of the above policies shall be monitored by a committee consisting of one of the whole-time directors as its Chairman and such number of functional heads as members as may be determined by the Board of Directors.

Compliance with the Policy shall be monitored and evaluated by the Board of Directors on an annual basis.

Any grievances/ complaints with respect to violation of the policy shall be reported to the Chairman of the Committee.