



Kiri Industries Limited

Future Full of Colours.....

CIN-L24231GJ1998PLC034094

Policy on Business Responsibility

(Pursuant to regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulation, 2015

INTRODUCTION:

The Securities and Exchange Board of India (SEBI) had notified the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") which are applicable to all listed entity with effect from December 01, 2015.

SEBI had, vide circular dated August 13, 2012, mandated Business Responsibility Reporting (BRR) requirement for top 100 listed entities in their annual reports, which was extended to cover top 500 listed entities vide SEBI Circular No. SEBI/LAD-NRO/GN/2015-16/27 dated December 22, 2015, which was again extended to top 1000 listed entities vide SEBI (LODR) (Fifth Amendment) Regulations, 2019 dated December 26, 2019.

As per the Regulation 34(2)(f) of the Listing Regulations, annual report of listed entity (top 1000 listed entities based on market capitalization calculated as on March 31 of every year) shall contain, Business Responsibility Report (BRR) describing the initiatives taken by them from an environmental, social and governance perspective, in the format as specified by the Board.

SEBI vide Circular No. CIR/CFD/CMD/10/2015, dated 04.11.2015 prescribed a format for BRR. The business responsibility reporting requirement is in line with "National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business" notified by Ministry of Corporate Affairs, Government of India, in July 2011.

The key principles identified in the NVGs which are required to be reported by the entities include the areas such as environment, social, governance, stakeholder's relationships, etc.

Objective:

The objective of this policy is to enunciate a policy on Business Responsibility to fulfill requirement for Business Responsibility Reporting as required under Listing Regulations. This Policy endorses the Company's commitment to follow 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.

APPLICABILITY:

This Policy applies to the directors, employees, business associates, subsidiary, joint venture of the Company across all its functions and branches.

IMPLEMENTATION:

The Risk management Committee of the Company shall have the authority to oversee the implementation of this Policy. The Business Responsibility Head shall be responsible for implementing the Business Responsibility initiatives and assisted by a team having

multidisciplinary backgrounds. He shall be responsible for providing clarifications on the policy, guiding the staff in implementation, reviewing the results, audit, impact assessment, etc.

The Risk management Committee of the Company shall have authority to review and amend this Policy, subject to the approval of the Board.

The Company's business functions should govern by the following guiding principles:

Principle 1: Ethics, Transparency and Accountability:

The standards on ethics, transparency and accountability are stated under the Code of Board of Directors and Senior Management Personnel and other Code policies of the Company. According to this Principle Company shall conduct and govern their business with integrity, and in manner that is ethical, transparent and accountable.

The Company is committed to maintain the highest standards of ethics in all spheres of its business activities. The Board of Directors and Senior Management have a responsibility to set standards of ethical behavior. The Company and management work in accordance with its Code of Conduct Policy and accordingly, the Executive Management shall constantly inculcate ethical behavior at all levels across the Company so that it becomes an essential part of its work culture.

Every employee of the Company shall conduct himself and lead on behalf of the Company with professionalism, honesty and integrity, while conforming to high moral and ethical ground. The employees of the Company shall also ensure abiding by the Code of Conduct framed by the Company from time to time. The business transactions with the customers and other stakeholders shall be fair, transparent and be visible to the concerned stakeholder. The Company shall ensure appropriate disclosure and communicate to its various stakeholders, in alignment with the applicable Laws.

The Company shall have proper governance structure, policies and procedure, which ensures company conducting business as per law and having structure for addressing and resolving the conflict of interest of its members, employees and business partners; .

Principal 2: Products lifecycle sustainability:

The Company should provide goods and services in a manner that are safe and contribute to sustainability throughout product life cycle and value chain. The Company shall ensure designing, producing and making available goods and services, have minimum adverse impact on environment and society.

The Company focus on safety and resource-efficiency in the design and manufacture of their products, and use their products in a manner that creates value while minimizing and mitigating its adverse impacts on the environment and society through all stages of its life cycle.

The Company ensure compliance of this principle through any of relevant tools such as certification, labels, ratings and so on. Business shall take responsibility for safe collection, reuse, recollection, and optimum utilisation of the resources throughout the life cycle of the product.

The Company strives for continuation of innovation of its products and better service to its customers to strengthen their competitiveness and performance pertaining to the industries in which the company is venturing. The Company recognizes that meeting its customers' needs is necessary to achieve long term corporate goal as well as sustainable business growth and prosperities.

Principal 3: Well-being of Employees:

The Company shall ensure the equity, dignity and well-being of all the employees of the company. The Company shall ensure better flow of information and understanding among its employees and provide all relevant employee benefits. The Company shall adopt a transparent process of recruitment and selection of talents, career planning, promotion, training, transfer and personal development.

The Company shall adopt a culture that facilitates a sense of belonging, loyalty and commitment amongst the employees and facilitates free access to the members of senior management for sharing ideas, suggestions and grievances. The Company shall refrain from employing child labour, forced labour or any form of involuntary labour, paid or unpaid in any of its offices/manufacturing facilities.

The Company shall advocate a business environment that favors the concept of equal employment opportunities for all without any discrimination with respect to caste, creed, gender, race, religion, disability. The Company shall ensure fair, timely and transparent payment of statutory wages of all its employees, including contract and casual labour without any discrimination.

The Company shall identify needs and grant necessary training to the employees to develop their skills and overcome such gaps as may be identified during the appraisal processes. On-the-job training, job rotation or training through various programmes – internal, external or international shall be offered to employees to upgrade their competencies.

The Company shall encourage and focus on work life balance, medical assistance to employee, employees' fitness, canteen, Transportation or reimbursement, rest room facility and also provide a safe, hygienic, accessible working environment to all employees and protect them from sexual harassment by all means and for that company has formed Committee and policy for prevention of Sexual Harassment of women.

The Company shall abide with the rules and regulations stipulated by Minimum Wage act and other relevant laws on minimum wages to be paid to employees such as labour laws.

Principle 4: Protection to Stakeholders' Interest:

The Company shall identify their stakeholders, understand their concerns, define purpose and scope of engagement and commit to engage with them. The Company shall follow the practice to ensure that the interest of all stakeholders, especially those who may be disadvantaged, vulnerable and marginalized.

The Company shall acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders. The Company shall follow ethical practices so as to ensure that no inconvenience is caused to any of its internal and external stakeholders. The Company shall resolve differences with stakeholders in a just, fair and equitable manner.

Principal 5: Human Rights:

Human rights are inherent, inalienable, interrelated, interdependent, indivisible and accessible without discrimination. The Company recognize and respect the human rights of all the stakeholders including the stakeholders who are most vulnerable and marginalized section of society. The Company shall adhere the rights as provided by the Constitution of India.

The Company shall integrate respect for human rights in management systems, in particular through assessing and managing human rights impacts of operations, and ensuring all individuals impacted by the business have access to grievance mechanisms. The Company shall recognize and respect the human rights of all relevant stakeholders and groups, including that of communities, consumers and vulnerable and marginalized groups.

The Company shall, within its sphere of influence, promote the awareness and realization of human rights across their value chain. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.

Principal 6: Prevention of Environment:

The Company shall respect and make efforts to protect, improve and restore the environment. The Company shall assess impact of its products and operations on environment and on community and take necessary steps to minimize and mitigate its adverse impact. The Company shall utilize resources in responsible and efficient manner so as to reduce emission and generation of effluents and waste products.

The Company shall adopt environment management, low-carbon technologies and solution resulting lower resource footprint, lesser material consumption and more positive impact on environment, economy and society. The Company shall identify, evaluate, estimate, report, and take necessary steps to mitigate the risk and impact on environment and community.

The Company shall continuously monitor the plant effluents, their performance impact on environment i.e. water, land use, air, animal, forest, energy, biodiversity and so on; in order to achieve better environmental performance.

The Company shall adopt practice for promoting reduction, reuse, recycling and recovery of material and resources and encourage and motivate its stakeholders, particularly consumers and business partners, to do the same. The Company shall comply with all relevant applicable environmental regulations, standards and other codes of practice, by operating and maintaining the assets within bounds of permits, consents, and licenses.

Principal 7: Public and Regulatory Policy:

As a Corporate Citizen, Company recognizes its responsibility to operate within the democratic setup and constitutional framework. The Company is member of various chamber's and associations such as Federation of Indian Export Organisations, CHEMEXCIL, The Gujarat Dyestuffs Manufacturers Association, Gujarat Chamber of Commerce and Industry and Bombay Chamber of Commerce and Industry.

The Company shall perform the function of policy advocacy in a transparent and responsible manner while engaging with all the authorities and shall take into account the Company's as well as the national interest. The Company believes that policy advocacy must preserve and expand public good and thus shall never advocate any policy change to benefit itself alone or a select few in a biased manner.

Principle 8: Inclusive Growth and Equitable Development:

The Company shall undertake CSR initiatives in the areas of education, healthcare, sanitation, community development etc. that promote the wellbeing of the society.

The Company shall strive to innovate, invest in product, technology and processes that promote the well-being of all segments of society, including vulnerable and marginalized groups.

Principal 9: Customers Value:

The Company believe that for a successful business, a consistent efforts are essential to engage with and provide value to their customers and consumers in a responsible manner. The Company shall provide the goods and services that are safe to use to its customer.

The Company should make aware of and to provide information and guidance relating to its product as per allocable laws. The Company shall disclose all information truthfully and factually as per applicable laws through labelling and other means, including the risks to the individual, society and to the planet from the use of the products, so that the customers can exercise their freedom to consume in a responsible manner.

The Company shall promote and advertise their products in ways that do not mislead or confuse the consumers and other stakeholders or violate any of the Principles in these Guidelines. The Company shall provide a facility to its customers to record their grievances/ feedback as required under regulatory norms which also enables the Company to redress the same and maintain high service standards. Senior management personnel shall be deputed to ensure Redressal within the prescribed times. Wherever required, the company shall escalate the complaint to the level of business heads, functional heads and the Managing Director.

Modification / Amendment in the Policy:

Any provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

GRIVANCE REDRESSAL MECHANISM:

Internal and external stakeholders having any query or grievance relating to policy may communicate via email at info@kiriindustries.com.
