

BUSINESS RESPONSIBILITY POLICY

OVERVIEW

STAR CEMENT LIMITED (SCL) (hereinafter referred as “**SCL**” or “**the Company**”) is a company listed with both National Stock Exchange of India Limited and BSE Limited. This policy is framed in line with requirements of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended. SCL is committed to fulfil its various obligations towards the society, stake holders and environment etc., Accordingly the Company has already adopted various codes and policies to discharge its corporate obligations as a corporate citizen of the country.

POLICY OBJECTIVES :

SCL thrive its commitment towards:

- (i) Enhance value of the various stakeholders.
- (ii) Economic as well as well-being of the society for the various sections and
- (iii) Protection of the environment

This policy is applicable to all departments and the persons associated therein in the Company. The Company will also make its efforts to impress the other entities under the various chain and its subsidiaries to participate in this initiatives subject to their means and resources.

Principle 1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.

Company's Philosophy

It is the general policy of SCL to conduct its business activities and transactions with the highest level of integrity and ethical standards and in accordance with all applicable laws.

Policy :

- (1) The Company has developed Code of Conduct for its Directors and senior management personnel. It shall develop good governance structures, procedures and practices that ensures ethical conduct at all level and promote the adoption of this principles at all levels across the value chain.
- (2) The Company shall communicate transparently and 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 financial and other mandatory disclosures.
- (5) The Company shall avoid complicity with the actions of any third party that violates any of the principles contained in these Guidelines.
- (6) The Company shall ensure that genuine concerns of misconduct/ unlawful conduct are reported in a responsible and confidential manner through its 'Whistle Blower Policy/ Vigil Mechanism.'

Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

Company's Philosophy

The Company is committed to run its business in environment friendly manner and minimise the impact of running business on the environment and protecting the eco system by way of various eco friendly means.

Policy :

- (1) The Company shall provide and maintain a clean, healthy and safe working environment for employees, customers, partners and the community.
- (2) The Company shall work and assure towards safe and optimal resource use over the life-cycle of the product – from design to disposal – and ensure that everyone connected with it- designers, producers, value chain members, customers and recyclers are aware of their responsibilities.
- (3) The Company shall raise the consumer's awareness of their rights through education, product labelling, appropriate and helpful marketing communication, full details of contents and composition and promotion of safe usage and disposal of their products and services.
- (4) In designing the product, the Company shall ensure that the manufacturing processes and technologies required to produce product are resource efficient and sustainable.
- (5) The Company shall regularly review and improve upon the process of new technology development, deployment and commercialization, incorporating social, ethical, and environmental considerations.
- (6) The Company shall recognize and respect the rights of people who may be owners of traditional knowledge, and other forms of intellectual property, wherever relevant.
- (7) The Company shall strive to use scarce natural resources efficiently and effectively in its business so that there is no over consumption of planet's resources.

Principle 3: Businesses should promote the wellbeing of all employees

Company's Philosophy

The Company focuses on ensuring the well-being of all its employees, their safety and health. It considers employee well-being as imperative ingredient to achieve a profitable growth.

Policy :

- (1) The Company shall respect the right to freedom of association, participation, collective bargaining and provide its employees and workers 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 its employees including those with special needs. They should ensure timely payment of fair living wages to meet basic needs and economic security of the employees.
- (6) The Company shall provide a workplace environment that is safe, hygienic humane, and which upholds the dignity of the employees. The Company shall communicate this provision to its employees and train them on a regular basis.
- (7) The Company shall ensure continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis. It will promote employee morale and career development through enlightened human resources interventions.
- (8) The Company shall create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities especially female employees do not suffer harassment.

Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.

Company's Philosophy

The Company keeps its engagement with its various stakeholders and assess their requirements and meet their concerns. The Company understands the values of support of various stake holders attached with the business and response their needs and requirements as and when required.

Policy :

- (1) The Company shall systematically identify its stakeholders, understand their concerns, define purpose and scope of their engagement. And committed to engaging with them.
- (2) The Company shall acknowledge, assume responsibility and be transparent about the impact of its policies, decisions, product & services and associated operations on the stakeholders.
- (3) The Company shall give special attention to stakeholders in areas that are underdeveloped and underprivileged.
- (4) The Company shall resolve differences, if any with the stakeholders in a just, fair and equitable manner.
- (5) The Company takes initiatives to engage with and ensure sustainable development of the marginalised groups in the local communities around its sites of operations.

Principle 5: Businesses should respect and promote human rights

Company's Philosophy

The Company is committed to respect and protect the human rights. The Company upholds the fundamental human rights in line with the legitimate role of business.

Policy :

- (1) The Company shall understand the human rights content of the Constitution of India, National Laws and policies and the content of International Bill of Human rights. The Company appreciate that human rights are inherent, universal, indivisible and independent in nature.
- (2) The Company shall strive to respect the human rights of all relevant stakeholders and groups within and beyond the workplace, including that of communities, consumers and vulnerable and marginalized groups and ensure that all individuals impacted by the business have access to grievance mechanism
- (3) The Company shall, within its sphere of influence, promote the awareness and realization of human rights across their value chain.
- (4) The Company shall not be complicit with human rights abuses by a third party.

Principle 6: Business should respect, protect, and make efforts to restore the environment

Company's Philosophy

The Company is committed to conduct its business in an environmentally responsible manner. It always ensures optimal use of natural resources and reduce over consumption of resources. Constant efforts to improve performances have resulted in considerable reduction in use of energy and natural resources.

Policy :

- (1) 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.
- (2) The Company shall take measures to check and prevent pollution. It shall assess the environmental damage and bear the cost of pollution abatement with due regard to public interest.
- (3) The Company shall ensure that benefits arising out of access and commercialization of biological and other natural resources and associated traditional knowledge are shared equitably.
- (4) The Company shall continuously seek to improve its environmental performance by adopting cleaner production methods, promoting use of energy efficient environment friendly technologies and use of renewable energy.
- (5) The Company shall develop Environment Management Systems (EMS) contingency plans and processes that helps in preventing, mitigating controlling environmental damages and disasters, which may be caused due to operations or that of a member of its value chain.
- (6) The Company shall report its environmental performance, including the assessment of potential environmental risks associated with their operations, to the stakeholders in a fair and transparent manner.
- (7) The Company shall proactively persuade and support its value chain to adopt this principle.

Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

Company's Philosophy

The Company believes in participation with its various stakeholders, consultations with Governments, interactions with industry/ business chambers, associations and relevant ministries in a responsible manner.

Policy :

- (1) The Company, while pursuing policy advocacy, shall ensure that their advocacy positions are consistent with the principles and core elements contained in this policy.
- (2) To the extent possible, the Company shall utilize the trade and industry chambers and associations and other such collective platforms to undertake such policy advocacy.

Principle 8: Businesses should support inclusive growth and equitable development

Company's Philosophy

The Company focuses on responsible business practices that emphasize on social and economic issues to achieve inclusive growth and equitable development specially among the underprivileged class of the society in rural areas.

Policy :

- (1) The Company shall assess the impact of its operations on social and economic development, and respond through appropriate action to minimise the negative impacts.
- (2) The Company shall innovate and invest in products, technologies and processes that promote the wellbeing of society.
- (3) 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 business operations.
- (4) The Company shall, in regions that are underdeveloped, be especially sensitive to local concerns.

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

Company's Philosophy

The Company is committed to meet customers and consumers expectations. Satisfaction of the Customers and Consumers are the key to growth and development of the business. The Company strives hard to provide better services and greatest value to its Customers and Consumers.

Policy :

- (1) The Company, while serving the needs of the customers, shall take into account the overall well-being of the customers and that of society.
- (2) The Company shall ensure that it will not restrict the freedom of choice and free competition in any manner while designing, promoting and selling the products.
- (3) The Company shall disclose all information truthfully and factually, through labelling and other means, including the risks to the individual, to society and to the planet from the use of the products, if any, so that the customers can exercise their freedom to consume in a responsible manner. Where required, businesses should also educate the customers on the safe and responsible usage of the products and services.
- (4) The Company shall promote and advertise their products in ways that do not mislead or confuse the consumers or violate any of the principles in these Guidelines.
- (5) 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.
- (6) The Company shall provide adequate grievance handling mechanisms to address customers concerns and feedback.

IMPLEMENTATION AND MONITORING

The Business Responsibility Policy of the Company is circulated across all Departments and displayed on the Company's web site.

The Corporate Social Responsibility Committee (CSR Committee) shall strive to implement the policy through its various projects / activities / initiatives.

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