

## Business Responsibility and Sustainability Reporting Policy

### Objective

Indore Composite Private Limited (ICPL) has developed the Business Responsibility and Sustainability Reporting Policy (BRS Policy). The policy is based on the nine principles outlined in the National Guidelines on Responsible Business Conduct (NGRBC) by the Ministry of Corporate Affairs (MCA). The NGRBC is designed per the United Nations Guiding Principles on Business & Human Rights (UNGPs).

### Principle 1: Integrity, Ethics, Transparency & Accountability

At ICPL, we believe in maintaining a corporate culture of integrity and ethical conduct. We prioritize transparency and accountability in all aspects of our operations to protect the interests of all our stakeholders.

- Establish governance structure and policies that promote ethical conduct throughout the company.
- The Company shall communicate transparently with its stakeholders and provide access to information about The Company's decisions that impact them. The Company shall ensure
- maximum appropriate disclosures without jeopardizing The Company's strategic interest.
- Comply with all statutory obligations and avoid abusive, corrupt, or anti-competitive practices.
- Address conflicts of interest through robust processes and guidelines.
- Make timely payment of statutory taxes and adhere to relevant laws.
- Ensure truthful and timely financial and other mandatory disclosures.
- Require all employees to adhere to our Code of Conduct, reflecting our commitment to ethical business practices.
- Establish a responsible and confidential reporting mechanism (Vigil Mechanism) for reporting misconduct or unlawful conduct.

### Principle 2: Product Responsibility and Sustainability

ICPL places the highest priority on safety throughout the value chain, from sourcing raw materials to end consumption. We prioritize stringent quality controls, rigorous safety standards, and transparent and sustainable processes to give our customers confidence and experience.

- We prioritize the safety and well-being of our customers through sustainable and responsible sourcing practices.
- We comply with all relevant product safety regulations and standards and consistently monitor and report on our adherence, providing transparency and comfort to our stakeholders.
- We are committed to adopting sustainable and eco-friendly practices, such as reducing production waste, promoting local sourcing, and utilizing renewable packaging materials to minimize our environmental footprint.
- Collaborating with our value chain partners, we actively raise awareness about social and environmental issues related to production, advocating for ethical and fair-trade practices.



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**Principle 3: Employee Wellbeing**

We value our employees as the foundation of our success. We prioritize their satisfaction, empowerment, and engagement as their dedication directly enhances the customer experience in our business. We are committed to building a conducive working environment, further instilling trust and satisfaction amongst our employees and business partners.

- We have a robust governance system to ensure compliance with policies and laws, promoting open communication and resolving grievances effectively.
- We provide equal opportunities to all employees, following a transparent recruitment process that values qualifications and competencies, free from discrimination on race, religion, caste, gender, age, colour, marital status, disability, political and religious beliefs, and sexual orientation.
- Our commitment to fairness extends to compensation, benefits, and training, ensuring no discrimination based on personal characteristics throughout an employee's tenure.
- We prioritize continuous training and skill development programs for all employees, enhancing their employability and preparing them for the future.
- We have a zero-tolerance policy for sexual harassment, strictly prohibiting inappropriate conduct or behaviour.
- We strive to provide our employees a favourable work-life balance, supporting their well-being and overall satisfaction.
- We maintain compliance with health and safety regulations while fostering an inclusive and accessible work environment that respects the dignity of all employees.
- We ensure timely and fair payment of legally mandated minimum wages to all workers, including contractual and casual labour, without discrimination.
- We strictly prohibit the use of child labour, forced labour, or any form of involuntary or unpaid labour within our organization and work towards ensuring our value chain partners uphold the same standards.

**Principle 4: Stakeholder Engagement**

ICPL values its key stakeholders, including employees, business partners, shareholders, regulators, customers, and communities. The Company is dedicated to building strong stakeholder relationships through understanding, trust, and responsiveness, fostering sustainable and inclusive development.

- The Company will actively engage with stakeholders transparently and systematically, safeguarding their interests.
- The Company will listen to and understand the concerns and expectations of all stakeholders, including marginalized communities, and establish effective communication channels.
- The Company will transparently disclose its policies, decisions, products, and operations to stakeholders and the environment.
- The Company will ensure fair distribution of benefits among stakeholders and equitably resolve conflicts.
- The Company will address stakeholder differences or grievances promptly and constructively.



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**Principle 5: Human rights**

The company respects, upholds, and advances human rights for all individuals. Conduct policies and practices that guide our business operations. We are committed to carrying out our business operations with honesty, integrity, and transparency while prioritizing the well-being and rights of employees.

- The Company shall adhere to human rights obligations per national and international guidelines or frameworks, recognizing their inherent, universal, and interdependent nature.
- The company shall respect and acknowledge the human rights of all stakeholders, including communities, consumers, and vulnerable or marginalized groups.
- The company shall proactively promote awareness and realization of human rights throughout its value chain within its sphere of influence.
- The Company shall establish a robust and transparent grievance redressal mechanism to promptly identify, manage, and address human rights violations or complaints, ensuring equal treatment and providing appropriate remedies to those affected.
- The company shall not be involved in or support human rights abuses committed by third parties.

**Principle 6: Environment**

The company prioritizes environmental protection and strives to uphold the highest environmental responsibility standards. We comply with all applicable environmental regulations and also proactively work to minimize our environmental footprint, recognizing our responsibility to preserve the planet's beauty, resources, and resilience for future generations.

- The company shall identify and assess environmental risks and opportunities across all operational locations.
- The company shall establish governance structures to set environmental goals aligned with company priorities.
- The company shall develop key performance indicators (KPIs) for areas such as water, waste, emissions, energy, and climate change to monitor and report performance.
- The company shall strive to continuously improve environmental performance through cleaner production methods, energy efficiency, renewable energy, and resource optimization.
- The company shall innovate and adopt eco-friendly practices to address stakeholder concerns and minimize the impact on natural resources.
- Promote awareness and encourage stakeholders to adopt sustainable practices, such as reducing, reusing, recycling, and recovering materials and resources.



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**Principle 7: Policy Advocacy**

The company actively promotes best practices for the benefit of society and engages in transparent advocacy for public and regulatory policies.

- The company will collaborate with industry organizations for responsible policy advocacy, ensuring alignment with the company's principles and guidelines.
- Policy advocacy will be conducted with ethical considerations in mind.
- The company will use trade and industry associations and collective platforms for effective policy advocacy.
- The company will actively engage in policy advocacy to promote positive change in the industry.

**Principle 8: Community Development**

This company firmly believes in the interconnectedness of business prosperity, inclusive growth, and equitable development. It is committed to aligning with the community's interests while pursuing sustainable growth goals. In line with this commitment, the company has adopted a CSR policy that aligns with the projects specified in Schedule VII of the Companies Act 2013.

- The Company shall establish systems to identify and minimize negative impacts on communities.
- The Company shall address its operations' social, economic, and environmental implications.
- The Company shall prioritize the well-being of all community segments, including vulnerable and marginalized groups.
- The Company shall undertake CSR activities in accordance with Schedule VII of the Companies Act, 2013, as per the recommendation of the CSR committee.

**Principle 9: Consumer Value**

At ICPL, we prioritize our customers' trust, satisfaction, and loyalty as the foundation of our business. We are dedicated to delivering exceptional experiences that make our customers feel special. Our offerings blend traditional knowledge and innovative technology tailored to meet the needs of our customers.

- The company shall prioritize the safety and well-being of customers and society.
- The company shall disclose the information regarding products and services truthfully and accurately, in compliance with applicable laws, through labelling and other means.
- The company shall promote and advertise its products transparently, ensuring that consumers are not misled or confused.
- The company shall establish an effective consumer feedback mechanism to address customer concerns and feedback.
- The company shall commit to maintaining customer data privacy and respecting consumers' privacy rights.



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