

## **BUSINESS RESPONSIBILITY POLICY**

### **1. INTRODUCTION:**

Ramkrishna Forgings Limited (**'the Company'**) is a public limited company and the equity shares of the Company are listed on BSE Limited and National Stock Exchange of India Limited and as such the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (**'the Listing Regulations'**) are applicable and binding on it.

### **2. SCOPE AND PURPOSE:**

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

This Policy endorses the Company's commitment to follow the principles and core elements, in conducting its business, as laid down in the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business issued by the Hon'ble Ministry of Corporate Affairs. A yearly report on the status of the adoption / implementation of this Policy shall be included in the Annual Report of the Company.

This Policy shall be in addition of and furtherance to the existing Ramkrishna Forgings Code of Conduct.

In view of the above, the Board of Directors of the Company ('the Board') approved this Policy at its meeting held on 12<sup>th</sup> February, 2020.

### **3. APPLICABILITY:**

This Policy applies to all the directors and employees of the Company across all its functions, units, offices, plants and factories.

This Policy shall be effective from February 12th, 2020.

### **4. IMPLEMENTATION:**

The Managing Director of the Company shall be responsible for the implementation of the Policy. The Managing Director may take support of such functional heads and internal and external experts, which he may deem fit, for the effective implementation of the Policy.

The Board shall be the reviewing authority of this Policy and may make suitable changes in this Policy from time to time, however, such alterations shall not be inconsistent with the provisions of any law for the time being in force.

## **5. INTERPRETATION**

'Executive Management' shall mean executive / whole-time directors and Senior Management personnel of the Company.

'Senior Management' shall mean personnel of the company who are members of its core management team excluding Board of Directors. Normally, this would comprise all members of management one level below the executive directors, including all functional heads and Key Managerial Personnel.

## **6. THE COMPANY'S BUSINESS PRACTICES WOULD BE GOVERNED BY THE FOLLOWING NINE GUIDING PRINCIPLES**

### **6.1 ETHICS, TRANSPARENCY AND ACCOUNTABILITY**

Ramkrishna Forgings Limited lays a strong emphasis on ethical corporate citizenship and establishment of good corporate culture. It has always believed in adhering to the best governance practices to ensure protection of interests of all stakeholders of the Company in tandem with healthy growth of the Company. The Company maintains highest standards of ethics in all spheres of its business activities. The Board of Directors and Senior Management strive and endeavour to set examples of utmost ethical behaviour.

- i. The Company should develop governance structures, procedures and practices that ensure ethical conduct at all levels; and promote the adoption of this principle across its value chain.
- ii. The Company should communicate transparently and assure access to information about their decisions that impact relevant stakeholders.
- iii. The Company should not engage in practices that are abusive, corrupt, or anti-competition.
- iv. The Company should truthfully discharge their responsibility on financial and other mandatory disclosures.
- v. The Company should report on the status of their adoption of these Guidelines as suggested in the reporting framework in this document.
- vi. The Company should avoid complicity with the actions of any third party that violates any of the principles contained in these Guidelines.

### **6.2 SAFETY AND SUSTAINABILITY**

- i. The Company should assure safety and optimal resource use over the life-cycle of the product and ensure that everyone connected with it are aware of their responsibilities.
- ii. The Company should 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, wherever applicable.

iii. In designing the product, the Company should endeavour that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.

iv. The Company should regularly review and improve upon the process of new technology development, deployment and commercialization, incorporating social, ethical, and environmental considerations.

v. The Company should recognize and respect the rights of people who may be owners of traditional knowledge and other forms of intellectual property, wherever relevant.

vi. The Company should recognize that over-consumption results in unsustainable exploitation of our planet's resources and should therefore reduce wasteful practices and promote continual improvement and compliance with the requirements of systems and processes including recycling of resources, if possible.

### **6.3 WELL BEING OF ALL EMPLOYEES**

i. The Company should respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance Redressal mechanisms.

ii. The Company should 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.

iii. The Company should not use child labour, forced labour or any form of involuntary labour, paid or unpaid.

iv. The Company should take cognizance of the work-life balance of its employees, especially that of women.

v. The Company should provide facilities for the wellbeing of its employees including those with special needs.

vi. The Company should ensure timely payment of fair living wages to meet basic needs and economic security of the employees.

vii. The Company should provide a workplace environment that is safe, hygienic humane, and which upholds the dignity of the employees.

viii. The Company **shall create awareness of these** provisions to their employees and train them on a regular basis.

ix. The Company should ensure continuous skill and competence upgrading of its employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis.

x. The Company should promote employee morale and career development through enlightened human resource interventions.

xi. The Company should create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

#### **6.4 RESPECTING AND PROTECTION OF STAKEHOLDERS' INTEREST**

i. The Company should systematically identify their stakeholders, understand their concerns, define purpose and scope of engagement, and commit to engaging with them.

ii. The Company should acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders.

iii. The Company should give special attention to stakeholders in areas that are underdeveloped.

iv. The Company should resolve differences with stakeholders in a just, fair and equitable manner.

#### **6.5 RESPECTING AND PROMOTING HUMAN RIGHTS**

i. The Company should understand the human rights content of the Constitution of India, national laws and policies and the content of International Bill of Human Rights.

ii. The Company should appreciate that human rights are inherent, universal, indivisible and interdependent in nature.

iii. The Company should integrate respect for human rights in management systems, in particular through assessing and managing human rights impact of operations and ensuring all individuals impacted by the business have access to grievance mechanisms.

iv. The Company should recognize and 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.

v. The Company should, within their sphere of influence, promote the awareness and realization of human rights across their value chain.

vi. The Company should not be complicit with human rights abuses by a third party.

## **6.6 PROTECTING, PRESERVATION AND RESTORING THE ENVIRONMENT**

i. The Company should utilize natural and manmade resources in an optimal and responsible manner and ensure the sustainability of resources by reducing, reusing, recycling and managing waste.

ii. The Company shall take measures to check and prevent pollution, assess environmental damage and shall take steps towards pollution abatement in public interest, wherever possible.

iii. The Company should ensure that benefits arising out of access and commercialization of biological and other natural resources and associated traditional knowledge are shared equitably.

iv. The Company should continuously seek to improve their environmental performance by adopting cleaner production methods, promoting use of energy efficient and environment friendly technologies and use of renewable energy.

v. The Company shall create awareness about environment protection and manage and actively influence their employees, customers and communities to make a positive difference.

vi. Company shall develop systems and contingency plans and processes that shall help in preventing, mitigating and controlling environmental damages and disasters, which may be caused due to its operations or that of a member of the value chain, if applicable.

vii. Company shall strive to report its environmental performance, including the assessment of potential environmental risks associated with their operations, to the stakeholders in a fair and transparent manner.

viii. Company shall persuade and support its value chain to adopt these principles, if applicable.

ix. As a part of Green initiative for paperless office, the Company shall endeavour using electronic methods of communication within and outside our offices and discourage use of paper.

x. The Company will encourage shareholders to hold shares in dematerialized mode and provide their email addresses for dispatch of notices for communication purpose. The Company will endeavour to use electronic mode for remittance of dividend to its investors.

xi. As a part of National Clean India mission, the Company would promote and spread cleanliness across and create awareness among people. The Company is installing dustbins and adbins for waste disposal and hence contributing to and promoting cleanliness.

## **6.7 RESPONSIBILITY TOWARDS PUBLIC AND REGULATORY POLICY**

- i. The Company while pursuing advocacy policy will ensure that their advocacy positions are ethical and consistent with the principles and core elements contained in this policy.
- ii. To the extent possible, Company should utilize the trade and industry chambers and associations and other such collective platforms to undertake such policy advocacy.

## **6.8 INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

- i. The Company should understand their impact on social and economic development, and respond through appropriate action to minimise the negative impacts.
- ii. The Company shall innovate and invest in products, technologies and processes that promote the wellbeing of society.
- iii. 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.
- iv. The Company should be sensitive to the local concerns while operating in regions that are underdeveloped.

## **6.9 ENGAGING AND ENRICHING CUSTOMER / CONSUMER VALUE**

- i. The Company, while serving the needs of their customers, should take into account the overall well-being of the customers and that of society.
- ii. The Company should ensure that they do not restrict the freedom of choice and free competition in any manner while designing, promoting and selling their products.
- iii. The Company should not indulge in any unfair or disruptive trade practice in any way and at any stage while selling its products.
- iv. The Company shall fully disclose all information truthfully and factually, through labelling and other means, as applicable, including the risks to the individual, to 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. Where required, the Company should also educate their customers on the safe and responsible usage of their products and services.
- v. The Company should promote and advertise their products in ways that do not mislead or confuse the consumers or violate any of the principles in these Guidelines.

vi. The Company should exercise due care and caution while providing goods and services that result in over exploitation of natural resources or lead to excessive conspicuous consumption.

vii. The Company should provide adequate grievance handling mechanisms to address customer concerns and feedback.

## **7. DISCLOSURES**

The Business Responsibility Policy shall be disclosed on the website of the Company i.e. at [www.ramkrishnaforgings.com](http://www.ramkrishnaforgings.com)