

JINDAL WORLDWIDE LIMITED



BUSINESS RESPONSIBILITY POLICY

w.e.f. 01st April, 2020

{Approved in Board Meeting dated 29th June, 2020}

In pursuant to SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and amendments thereof



1) PREAMBLE:

The Securities Exchange Board of India (SEBI) has notified the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations) on 2nd September, 2015 to be effective from 1st December, 2015.

Further, SEBI has notified The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) (Fifth Amendment) Regulations, 2019 vide SEBI Notification No. SEBI/LAD-NRO/GN/2019/45 dated 26th December, 2019 and has amended Regulation 34(2) (f) of Listing Regulations, thereby requiring top thousand listed companies (based on market capitalization of every financial year) { earlier top 500 listed companies} to include Business Responsibility Report as a part of its Annual Report; describing the initiatives taken by Company from an environmental, social and governance perspective; in the format as specified by the Board from time to time.

Accordingly, Jindal Worldwide Limited (the Company) stands on the 613th and 630th position amongst the top 1000 listed entities as per the NSE & BSE market capitalization, respectively, as on 31st March, 2020 and thus accordingly the aforesaid SEBI amendment has become applicable on the Company w.e.f. 26th December, 2019 itself, making it necessary for the Company to formulate a policy thereof in this regard.

2) SCOPE AND APPLICABILITY:

The "Business Responsibility Policy (The Policy)" has been formulated on the basis of "Principles To Assess Compliance With Environmental, Social And Governance Norms" as prescribed in Annexure-II of SEBI Circular No. CIR/CFD/CMD/10/2015 dated 4th November, 2015 and of "National Voluntary Guidelines (NVG) on Social, Environmental and Economic Responsibilities of a Business" as issued by the Ministry of Corporate Affairs.

The Policy intends to ensure that the Company contributes towards sustainable development and fulfills its social, environmental and economical responsibilities. It also ensures a unified and common approach to the dimensions of Business Responsibility across the Company and act as a strategic driver that will help the Company to respond to the complexities and challenges that keep emerging from time to time.

In view of the above, the Board of Directors of the Company has considered and approved the Policy in its meeting held on 29th June, 2020 to be effective w.e.f. 1st April, 2020.

The Policy is applicable to the Management, Key Managerial Personnel, Board of Directors and all the Employees of the Company.



3) KEY PRINCIPLES TO ASSESS COMPLIANCE WITH ENVIRONMENTAL, SOCIAL AND GOVERNANCE

NORMS:

At Jindal, list of principles as mentioned below, govern the Business Practices and manner of day to day working of the Company:

➤ **Principle 1- Ethics, Transparency and Accountability:**

- a.) To develop governance structures, procedures and practices in a manner which will ensure ethical conduct at all levels and promote the adoption of this principle across its value chain.
- b.) To communicate transparently and assure access to information that impact relevant stakeholders.
- c.) To not engage in practices that are abusive, corrupt, or anti-competition.
- d.) To truthfully discharge responsibility on financial and other mandatory disclosures.
- e.) To timely report on the status of adoption of NVG Guidelines.
- f.) To avoid complicity with the actions of any third party that violates any of the principles contained in the Policy.

➤ **Principle 2- Business /Product Life Cycle Sustainability:**

- a.) To assure safety 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 recycle are aware of their responsibilities.
- b.) To raise the consumer's awareness of their rights through education, product labelling, appropriate and helpful marketing communication, along with full details of contents and composition and promotion of safe usage and disposal of their products and services.
- c.) In designing the product, to ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.
- d.) To regularly review and improve upon the process of new technology development, deployment and commercialization, incorporating social, ethical, and environmental considerations.
- e.) To recognize and respect the rights of people who may be owners of traditional knowledge, and other forms of intellectual property.
- f.) To recognize that over-consumption results in unsustainable exploitation of our planet's resources, and therefore promote sustainable consumption, including recycling of resources.

➤ **Principle 3- Promoting Well-being of all Employees:**

- a.) To respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance redressal mechanisms.



- b.) To 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.
- c.) To prohibit child labour, forced labour or any form of involuntary labour, paid or unpaid.
- d.) To take cognizance of the work-life balance of its employees, especially that of women.
- e.) To provide facilities for the wellbeing of employees including those with special needs and ensure timely payment of fair living wages to meet basic needs and economic security of the employees.
- f.) To provide a workplace environment that is safe, hygienic humane, and which upholds the dignity of the employees.
- g.) To ensure continuous upgrading of skill and competence of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis.
- h.) To promote employee morale and career development through enlightened human resource interventions.
- i.) To create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

➤ **Principle 4- Maintaining Interest of and Responsibility towards Stakeholders:**

- a.) To systematically identify the stakeholders, understanding their Concerns, define purpose and scope of engagement, and commit to engaging with them.
- b.) To acknowledge and assume responsibility and be transparent about the impact of Company's policies, decisions, product & services and associated operations on the stakeholders.
- c.) To give special attention to stakeholders in areas that are underdeveloped.
- d.) To resolve differences with stakeholders in a just, fair and equitable manner.

➤ **Principle 5- Promoting and Respecting Human Rights:**

- a.) To understand human rights content of the Constitution of India, national laws and policies and to appreciate that human rights are inherent, universal indivisible and interdependent in nature.
- b.) To 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.
- c.) To 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.
- d.) To promote the awareness and realization of human rights across value chain within sphere of influence.
- e.) To not to Complicit with human rights abuses by a third party.



➤ **Principle 6- Safeguarding the Environment:**

- a.) To utilize natural and manmade resources in an optimal and responsible manner and ensure the sustainability of resources by reducing, reusing, recycling and managing waste.
- b.) To take measures to check and prevent pollution which should assess the environmental damage and bear the cost of pollution abatement with due regard to public interest.
- c.) To ensuring that benefits arising out of access and commercialization of biological and other natural resources and associated traditional knowledge are shared equitably.
- d.) To continuously seek for improvement in environmental performance by adopting cleaner production methods, promoting use of energy efficient and environment friendly technologies and use of renewable energy.
- e.) To develop Environment Management Systems (EMS) and contingency plans and processes that help in preventing, mitigating and controlling environmental damages and disasters, which may be caused due to operations or that of a member of value chain.
- f.) To report environmental performance, including the assessment of potential environmental risks associated with operations, to the stakeholders in a fair and transparent manner.
- g.) To proactively persuade and support the value chain to adopt this principle.

➤ **Principle 7- Responsibility in Influencing Public and Regulatory Policies:**

- a.) To ensure that the Business advocacy positions are consistent with the Principles and Core Elements as contained in the Policy while pursuing policy advocacy.
- b.) To utilize the trade and industry chambers and associations and other such collective platforms to undertake such policy advocacy.

➤ **Principle 8- Supporting Inclusive Growth and Equitable development:**

- a.) To understand Business impact on social and economic development, and respond through appropriate action to minimize the negative impacts.
- b.) To innovate and invest in products, technologies and processes that promote the wellbeing of society.
- c.) To 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.

➤ **Principle 9- Customer/Consumer Value:**



- a.) To take care of overall well-being of the customers and that of society while serving their needs.
- b.) To provide the freedom of choice and free competition in any manner while designing, promoting and selling products.
- c.) To disclose all informations 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, so that the customers can exercise their freedom to consume in a responsible manner.
- d.) To educate the customers and consumers on the safe and responsible usage of products and services.
- e.) To promote and advertise products in ways that it does not mislead or confuse the consumers or violate any of the principles in the Policy.
- f.) To exercise due care and caution while providing goods and services that result in over exploitation of natural resources or lead to excessive conspicuous consumption.
- g.) To provide adequate grievance handling mechanisms to address customer concerns and feedback.

4) DISCLOSURES / AMENDMENTS:

The policy shall be communicated within the Company across all levels and shall be displayed on the website of the Company i.e. www.jindaltextiles.com

Any grievances/ complaints with respect to violation of the policy shall be reported to the Authority as responsible from time to time.

Further, the Board of Directors of the Company shall have the power to amend or replace the Policy as and when it becomes necessary. Also, all such amendments or modifications in the Listing Regulations as may be notified by SEBI from time to time in respect to the Regulation 34 shall be automatically be construed as a part of this Policy.

