



## ***BUSINESS RESPONSIBILTY POLICY***

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**GAYATRI PROJECTS LIMITED**

## **1. INTRODUCTION:**

Gayatri Projects Limited ('the Company') is a public limited company incorporated on 15<sup>th</sup> September, 1985, under the Companies Act, 1956. The equity shares of the Company are listed on BSE Limited and National Stock Exchange of India Limited. This Policy is framed in accordance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('the Listing Regulations').

## **SCOPE AND PURPOSE:**

This Policy on Business Responsibility ('BR Policy' or 'Policy') has been framed in line with the requirements of Regulation 34 and other applicable provisions 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 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 Hon'ble Ministry of Corporate Affairs.

In view of the above, the Board of Directors of the Company (the Board) approved this Policy at its meeting held on 29<sup>th</sup> May, 2017.

## **APPLICABILITY:**

This Policy applies to all the directors and employees of the Company.

## **IMPLEMENTATION:**

- The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's website.
- The Managing Director, through the Functional Heads of the Departments of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- Compliance with the Policy shall be monitored and evaluated by the Company Secretary on a regular basis.
- Any grievances/ complaints with respect to violation of the policy shall be reported to the Company Secretary.

## **KEY PRINCIPLES:**

### **PRINCIPLE-1: TO CONDUCT AND GOVERN OUR BUSINESS WITH ETHICS, TRANSPARENCY AND ACCOUNTABILITY, BY WAY OF:**

1. Developing governance structures procedures and practices to ensure ethical conduct at all levels; and promote the adoption of this Principle across the value chain. Communicating transparently and assuring access to information about the decisions that impact relevant stakeholders.
2. Not engaging in practices that are abusive, corrupt, or anti-competition.
3. Truthfully discharging responsibilities on financial and other mandatory disclosures.
4. Reporting on the status of the adoption of these Guidelines, as suggested in the reporting framework in this document.
5. Avoiding complicity with the actions of any third party that violates any of the principles contained in these Guidelines.

### **PRINCIPLE 2: TO PROVIDE GOODS AND SERVICES THAT ASSURE SAFETY AND CONTRIBUTE TO SUSTAINABILITY THROUGHOUT THEIR LIFE CYCLE:**

1. The company shall ensure that its products and services comply with all applicable statutes and regulations;
2. The company shall work towards ensuring that all the services are delivered embedding the principles of labour practices, human rights, ethics, occupational health, safety and environment.
3. The company shall work towards ensuring that all its services render in a manner so as to continuously improve the balance between social, economic and environmental impacts.
4. The company shall continue to progressively factor in relevant social and environmental considerations during the process of rendering its services.
5. The company shall continue to recognize and respect the rights of people who may be owners of traditional knowledge, and other forms of intellectual property, wherever relevant.
6. The company shall work towards safe and optimal resource use over the lifecycle of its services, including recycling of resources wherever possible.

### **PRINCIPLE -3: TO PROMOTE THE WELLBEING OF ALL EMPLOYEES BY,**

1. Respecting the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance Redressal mechanisms.
2. Providing and maintaining 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. Ensuring that there is no use of child labour, forced labour or any form of involuntary labour, paid or unpaid.

4. Taking cognizance of the work-life balance of its employees, especially that of women.
5. Providing facilities for the wellbeing of the employees including those with special needs ensuring timely payment of fair living wages to meet basic needs and economic security of the employees.
6. Providing a workplace environment that is safe, hygienic humane, and which upholds the dignity of the employees. Ensuring awareness of these provisions to the employees and training them on a regular basis.
7. Ensuring continuous skill and competence up-gradation of all employees by providing access to necessary learning opportunities, on an equal and non- discriminatory basis. Promoting employee morale and career development through enlightened human resource interventions.
8. Creating systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

**PRINCIPLE- 4: TO RESPECT THE INTERESTS OF, AND BE RESPONSIVE TOWARDS ALL STAKEHOLDERS, ESPECIALLY THOSE WHO ARE DISADVANTAGED, VULNERABLE AND MARGINALIZED:**

1. The Company shall, systematically identifying stakeholders, understanding their concerns, defining purpose and scope of engagement, and commitment to engage with them.
2. The company shall acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders.
3. The Company shall give special attention to stakeholders in areas that are underdeveloped.
4. The company shall resolve differences with stakeholders in a just, fair and equitable manner.

**PRINCIPLE- 5: TO RESPECT AND PROMOTE HUMAN RIGHTS:**

1. 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.
2. The company shall recognize and respect the human rights of all relevant stakeholders and groups, within and beyond the workplace and vulnerable and marginalized groups.
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 encourage its business partners and third parties with whom it conducts business to abide by this policy.

**PRINCIPLE-6: TO RESPECT, PROTECT AND MAKE EFFORTS TO RESTORE THE ENVIRONMENT.**

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. The company 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 their environmental performance by adopting cleaner production methods, promoting use of energy efficient and environment friendly technologies and use of renewable energy.
5. The company shall develop Environment Management Systems and contingency plans and processes that shall help it in preventing, mitigating and controlling environmental damages and disasters, which may be caused due to its operations.
6. The 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.
7. The company shall proactively persuade and support its value chain to adopt these

**PRINCIPLE 7: TO BEHAVE RESPONSIBLY WHEN INVOLVED IN INFLUENCING PUBLIC AND REGULATORY POLICY:**

1. The company shall work with industry organizations that are engaged in policy advocacy in a responsible manner.
2. The Company shall utilize to the extent possible, trade and industry chambers and associations and other such collective platforms to undertake policy advocacy.
3. The company shall ensure that policy advocacy is conducted ethically.

**PRINCIPLE 8: TO SUPPORT INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.**

1. 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.
2. The company shall be sensitive to local concerns while operating in regions that are underdeveloped.
3. The Company shall understand the impact of inclusive growth and equitable development on social and economic development, and responding through appropriate action to minimise the negative impacts.
4. The company shall undertake CSR activities in accordance with Schedule VII of the Companies Act, 2013 as per the recommendation of the CSR committee and as per the CSR policy of the company.

**PRINCIPLE- 9: TO ENGAGE WITH AND PROVIDE VALUE TO OUR CUSTOMERS AND CONSUMERS IN A RESPONSIBLE MANNER.**

1. The company shall take into account the overall well-being of the customers and that of society.
2. The company shall ensure that it does not restrict the freedom of choice and free competition in any manner while designing, promoting and selling its products.
3. The company shall disclose all information truthfully and factually as per applicable laws, through labelling and other means, including the risks to the individual and to the society from the use of the products, so that the customers can exercise their freedom to consume in a responsible manner.
4. The company shall exercise due care and caution while rendering its services that result in over exploitation of natural resources or lead to excessive conspicuous consumption.
5. The company shall provide an adequate consumer feedback mechanism to address customer concerns and feedback.