

BUSINESS

RESPONSIBILITY

POLICIES

ETHICS, TRANSPARENCY AND ACCOUNTABILITY

1. OBJECTIVE:

The Company endeavours to be recognized as an organization committed to the highest ethical standards in business and hence lays strong emphasis on ethical corporate citizenship and establishment of good corporate culture. We believe in adhering to the best governance practices to ensure protection of interests of all external stakeholders of the Company. The Group will make its best efforts to impress upon other entities in the value chain and its associates to participate in the Business Responsibility initiatives depending upon their means and resources.

2. SCOPE:

This policy is applicable to all the business divisions of the HSIL Limited (hereinafter referred as "the company") and its business associates, subsidiaries, joint ventures and other entities which are directly dealing with the company in the business operations.

3. POLICY:

1. The Group has developed Code of Conduct and directors, management and employees at all levels will abide to ensure good governance, ethical practices, transparency and accountability in conducting affairs of the Group and dealing with stakeholders across the value chain.
2. The Company shall follow governance structures, procedures and practices that ensure ethical conduct at all levels across its value chain.
3. The Company shall maintain transparency and assure access to information about its decisions that impact relevant stakeholders.
4. The Company shall truthfully discharge its responsibility on making financial and other mandatory disclosures timely.
5. The Company shall ensure that genuine concerns of misconduct/unlawful conduct can be reported in a responsible and confidential manner to the concerned authorities.
6. None of the group companies will engage in practices that are abusive, corrupt, or anti-competitive.
7. In the Annual report of the Company sent to shareholders, the Chairman and Managing Director will certify compliance of the Company's code of conduct by directors and senior management.

PRODUCT LIFECYCLE SUSTAINABILITY POLICY

1. OBJECTIVE:

HSIL Limited endeavours to embed the principles of sustainability, as far as practicable, into the various stages of product or service lifecycle including procurement of raw material / service, manufacturing of product or delivery of service, transportation of raw materials and finished goods.

2. SCOPE:

This policy is applicable to all the business divisions of the HSIL Limited (hereinafter referred as "the company") and its business associates, subsidiaries, joint ventures.

3. POLICY:

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 goods and services are procured, manufactured and delivered embedding the principles of labour practices, human rights, ethics, occupational health, safety and environment as defined in the company's policies namely:

- a. Code of Conduct
- b. Policy on Ethics, Transparency and Accountability
- c. Policy on Employee Well Being
- d. Policy on Human Rights
- e. Policy on Customer Value

3. The company shall work towards sourcing significant raw materials, products and services in a manner so as to continuously maintain the balance between social, economic and minimise the environmental impacts ;

4. The company shall continue to progressively factor in relevant social and environmental considerations during the process of development of products / services;

5. The company shall continue to recognise and respect the rights of people who may be owners of traditional knowledge, and other forms of intellectual property, wherever relevant.

6. In designing the products, the company shall ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.

7. The company shall work with supply chain members that comply with applicable laws and regulations related to labour practices, human rights, bribery & corruption, occupational health, safety and environment ;

8. The Company shall encourage resource efficiency in the supply chain and shall guide supply chain members towards becoming more sustainable.

9. The company shall work towards building capacity such that all the value chain partners, namely the third party manufacturers, service providers including transporters and suppliers of significant raw materials, are sensitised and empowered to fulfil their roles and responsibilities towards sustainability;

10. 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 as per the applicable laws and promotion of safe usage and disposal of their products and services.

11. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.

EMPLOYEE WELL BEING POLICY

1. OBJECTIVE:

HSIL Limited endeavors to ensure the well-being of all its employees. At HSIL, the safety, health and work life balance of employees are extremely important. The company believes in giving its employees ample opportunities so that they shall be motivated, result oriented and committed to achieve excellence in their domain. HSIL endeavors to provide work environment in which all individuals are treated with mutual respect and dignity.

2. SCOPE:

This policy is applicable to all the business divisions of the HSIL Limited.

3. POLICY DETAILS:

3.1 Diversity and Equal Opportunity

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 or disability.

3.2 Prevention of Child Labour/Forced Labour and Harassment

- The Company shall not use child labour, forced labour or any form of involuntary labour, paid or unpaid.
- The Company shall provide a work environment that is free from any form of discrimination.
- The Company shall create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

3.3 Employee Well Being:

- The Company shall provide facilities for the wellbeing of its employees including those with special needs.
- The Company shall ensure timely payment of wages and salaries.
- The Company shall provide a workplace environment that is safe, hygienic and which upholds the dignity of the employees.
- The Company shall ensure continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and nondiscriminatory basis.

STAKEHOLDER ENGAGEMENT

1. OBJECTIVE:

HSIL Group believe in the principle that the interest of all stakeholders must be protected and at the same time, company must be responsive towards them, especially those who are disadvantaged, vulnerable and marginalised. HSIL Group believe that stakeholder engagement leads to increased transparency, responsiveness, compliance, organisational learning, quality management, accountability and sustainability.

2. SCOPE:

This policy is applicable to all the business divisions of the HSIL Limited and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs and other entities which are directly dealing with the company either in the business operations or in its CSR activities.

3. POLICY:

1. The group shall understand the concerns of its stakeholders, define its purpose and scope of engagement, and commit to engaging with them.
2. The group shall acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders
3. The group shall strive to give special attention to stakeholders in areas that are underdeveloped as a part of CSR.
4. The group shall resolve differences with stakeholders in a just, fair and equitable manner.

POLICY ON HUMAN RIGHTS

1. OBJECTIVE:

It is a fundamental responsibility of HSIL as a Company to conduct our business in a manner that respects the rights and dignity of all people. We are committed to respecting fundamental human rights in our operations, our value chain, and in the communities where we operate.

2. SCOPE:

This policy is applicable to all the business divisions of the HSIL Limited (hereinafter referred as "the company") and its business associates, subsidiaries, joint ventures and other entities which are directly dealing with the company either in the business operations.

3. POLICY DETAILS:

3.1 Respect for Human Rights

The Company shall recognize and respect the human rights of all relevant stakeholders and groups, including that of communities, consumers and vulnerable and marginalized groups.

3.2 Community & Stakeholder Engagement

The Company recognizes its impact on the communities in which it operates. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business.

3.3 Freedom of Association and Collective Bargaining

The Company respects our employees' right to join, form or not to join a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives.

3.4 Safe and Healthy Workplace: We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks.

PRESERVATION OF ENVIRONMENT

1. OBJECTIVE:

The Company places highest corporate priority in ensuring and adhering to best procedures relating to environment protection. HSIL Limited sets high standards in the area of environmental responsibility — striving for performance that does not merely comply with regulations but reduces environmental impacts. HSIL Limited believes that it has a responsibility to take care of the planet and preserve its beauty, resources and strength for future generations.

2. SCOPE:

This policy is applicable to all the business divisions of the HSIL Limited (hereinafter referred as "the company") and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs and other entities which are directly dealing with the company either in the business operations.

3. POLICY:

HSIL Ltd is committed to

1. Utilize natural and man-made resources in an optimal and responsible manner and ensure the sustainability of resources by reducing, reusing, recycling and managing waste, as far as practical by setting Environmental objectives and targets.
2. 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, implementing compliance obligations.
3. Ensure that benefits arising out of access and commercialization of biological and other natural resources and associated traditional knowledge are shared equitably.
4. 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. Proactively persuade and support its value chain to adopt these principles and communicated within the organisation and make available to interested parties.

RESPONSIBLE ADVOCACY

1. OBJECTIVE:

HSIL Limited believes that a lot can be achieved by the company, if it works together with the Government, legislators, trade bodies and regulators to create positive social and environmental outcomes. HSIL Limited has always strived to create a positive impact in the business eco-system and communities by practicing pro-active advocacy not for securing certain benefits for industry, but for advocating certain best practices for the benefit of society at large. HSIL Limited engages with industry bodies and associations to influence public and regulatory policy in a responsible manner.

2. SCOPE:

This policy is applicable to all the business divisions of the HSIL Limited (hereinafter referred as "the company") and its business associates, subsidiaries, joint ventures and other entities which are directly dealing with the company either in the business operations.

3. POLICY:

1. The company shall work with industry organisations that are engaged in policy advocacy in a responsible manner;
2. The company shall ensure that policy advocacy is conducted ethically.
3. Recognise our responsibility to respect human rights and avoid complicity in human rights abuses.

INCLUSIVE GROWTH & EQUITABLE DEVELOPMENT

1. OBJECTIVE:

HSIL has always believed to ensure protection of interests of all stakeholders of the Company at the same time maintaining healthy growth of the Company. In compliance with section 135 of the Companies Act, 2013 read with Companies (Corporate Social Responsibility Policy) Rules, 2014, the company has adopted a CSR Policy through which it undertakes the projects in accordance with Schedule VII of the Companies Act, 2013.

2. SCOPE:

This policy is applicable to all the business divisions of the HSIL Limited. (hereinafter referred as "the company").

3. POLICY:

1. The company shall innovate and invest in products, technologies and processes that promote the wellbeing of society.
2. 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.
3. The company shall be sensitive to local concerns while operating in regions that are underdeveloped.
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.

CUSTOMER VALUE

1. OBJECTIVE:

HSIL is a consumer centric company and the foundation of the company is based on the trust, satisfaction and loyalty of our consumers across the world. HSIL is dedicated to delivering products that attracts customers and meet their need gaps. HSIL's products are the result of understanding consumers' needs, through innovative technology by combining generations of practical experience with a continuous flow of new knowledge.

2. SCOPE:

This policy is applicable to all the business divisions of the HSIL Limited (hereinafter referred as "the company") and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs and other entities which are directly dealing with the company in the business operations.

3. POLICY:

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 educate its customers on the safe and responsible usage of its products and services.
5. The company shall promote and advertise its products in ways that do not mislead or confuse the consumers.
6. The company shall provide an adequate consumer feedback mechanism to address customer concerns and feedback.