

BGR ENERGY SYSTEMS LIMITED

Business Responsibility Policy

Scope and Purpose :

This Policy on Business Responsibility ('BR Policy' or 'Policy') is formulated in line with the requirements of Regulation 34 and other applicable provisions of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 and is intended to ensure that the Company contributes towards sustainable development and fulfils its Social, Environmental and Economical responsibilities in fair, sustainable and transparent manner.

This Policy reaffirms the Company's endeavor 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 Ministry of Corporate Affairs, Government of India.

The Board of Directors of the Company approved this Policy on June 30, 2020.

Applicability :

This Policy applies to all business units, work sites, locations and directors and employees of the Company. Any person who is engaged by the Company for carry into effect any assignment or work shall be bound to adopt the principles laid down in this Policy in respect of such engagement.

This Policy shall be deemed to have become effective from April 1, 2019.

PRINCIPLES TO ASSESS COMPLIANCE WITH ENVIRONMENTAL, SOCIAL AND GOVERNANCE NORMS.

Principle - 1 : Businesses should conduct and govern themselves with Ethics, Transparency and Accountability.

Policy :

- a. The Company shall develop governance structures, procedures and practices to ensure ethical conduct at all levels; and promote the adoption of this principle across its value chain.

- b. The Company shall communicate transparently and to the extent necessary and facilitate information dissemination about its decisions that impact relevant stakeholders.
- c. The Company shall not engage in practices that are abusive, corrupt, or anti-competitive.
- d. The Company shall discharge its responsibility on making financial and other statutory disclosures on a timely and right manner and such disclosure will be true and fair.
- e. The Company shall desist from actions of any third party that violates any of the principles contained in this Policy.

Principle – 2 : Businesses should supply equipment /systems and services that are safe and contribute to sustainability.

Policy :

- a. The company shall ensure that its services and products comply with all applicable statutes and regulations.
- b. The Company shall on a regular basis review and improve upon the process of new technology development, deployment and commercialization, incorporating various external and internal considerations.
- c. The Company shall enable customer education through appropriate and helpful communication by way of manual, user dossier, technical and commercial data and other literature.
- d. In designing, engineering and manufacturing of products and services, company shall ensure that the processes and technologies required to service and produce them are resource efficient and sustainable and continuously improve the balance between social, economic and environmental impacts;
- e. The Company shall follow its Quality policy in procuring, manufacturing and delivery of products and services.
- f. The Company shall regularly identify and assimilate and improve upon the technology development, deployment and commercialization and in doing so keep in view social, ethical, and environmental considerations.

Principle – 3 : Businesses should promote the wellbeing of all employees.

Policy :

The Company accords highest importance to the wellbeing of its employees and lays thrust on healthy and sound human resources. The Company shall ensure an environment which generates sense of belongingness, loyalty and commitment amongst the employees.

The Company shall ensure that there is a systematic chain or hierarchy which allows better flow of information, ideas, suggestions and understanding amongst the employees and the senior management and there is in place a proper channel through which work related concerns and personal grievances of the employees are taken up and addressed by the senior management.

The Company shall not employ child labour, adolescent labour, forced labour or any form of involuntary labour, paid or unpaid in any of its offices and units.

The Company has a Policy on Appointment and Remuneration of Directors, Key Managerial Personnel and other Senior Managerial Personnel. This policy provides for employment and remuneration practices to be followed by the Company.

- a. The Company shall facilitate and promote work- life balance among all its employees specially its women employees.
- b. The Company has a Policy on Prevention of Sexual Harassment, which enables safe working environment and protection from sexual harassment and timely redressal of complaints.
- c. The Company shall provide safe, hygienic and humane, workplace environment. The Company lays importance to the dignity of the employees.

The Company shall provide facilities for the wellbeing of its employees including those with special needs. The Company shall comply with the statutory provisions with regard to health, safety and wellbeing of its employees. The Company shall at all time have a Environment, Safety and Health (ESH) policy as per the provisions of Factories Act, and other applicable laws.

- d. The Company will regularly communicate to its employees all the policies related to them so as to keep them aware of the same and allow them to take optimum advantage of the same.
- e. 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, disability or sexual orientation.
- f. It will ensure timely payment of fair living wages to meet basic needs and economic security of the employees.
- g. The Company ensures continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis. They will promote employee morale and career development through enlightened human resource interventions.

Principle – 4 : Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.

Policy :

- a. The Company understands the concerns of various stakeholders, define its purpose and scope of engagement, and commit to engaging with them.
- b. The Company shall acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product and services and associated operations on the stakeholders.
- c. The Company values the support and contribution of all its stakeholders and endeavours to maintain a cordial relationship and safeguard the interests of all the stakeholders.

The Company shall regularly and systematically identify its internal stakeholders like employees and external stakeholders like shareholders, suppliers, customers, government authorities, regulators, banks and financial institutions. The management of the Company shall remain accessible to all stakeholders in order to understand their concerns and respond accordingly.

The Company shall endeavour to maintain healthy stakeholder's engagement, allow stakeholders participation and shall promote collective decision making process as far as practically possible.

- d. The Company shall resolve differences with stakeholders in a just, fair and equitable manner and in accordance with contracts and other arrangements.

Principle – 5 : Businesses should respect and promote human rights.

Policy :

- a. The Company shall understand the human rights content of the Constitution of India, national laws and policies. It shall appreciate that human rights are inherent, universal, indivisible and interdependent in nature.
- b. 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.
- c. The Company shall recognize and respect the human rights of all relevant stakeholders and groups within and beyond the workplace, including that of communities, customers and vulnerable and marginalized groups.
- d. The Company shall, within their sphere of influence, promote the awareness and realization of human rights across their value chain.

The Company should not be complicit with human rights abuses by a third party, who is engaged in any work with the Company.

Principle – 6 : Business should respect, protect, and make efforts to restore the environment.

Policy :

The Company strives to

- a. Comply with ISO 9001:2015 Standards.
- b. Comply with environmental legislations, regulations and other requirements.

- c. Continual improvement in environmental performance by
 - i. Conservation of natural resources.
 - ii. Prevention of Pollution (at source/ reduction of negative impacts/ recycle/ reuse).
 - iii. Setting and review suitable objectives & targets.
- d. Provide on-going training to bring about a culture of environmental protection as a core value and involve all employees in achieving the above.
- e. Review environmental performance periodically for adequacy and suitability.

Principle – 7 : Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner.

Policy :

- a. The Company recognizes that it operates within the specified legislative and policy frameworks prescribed by the Government, which guide its growth and also provide for certain desirable restrictions and boundaries.
- b. The Company while pursuing any advocacy of any matters for the improvement of the public good takes care that it shall not advocate any policy change to solely benefit the Company or select few alone.

Principle – 8 : Businesses should support inclusive growth and equitable development.

Policy :

- a. The Company undertakes 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.
- b. The Company makes efforts to innovate and invest in the processes and technologies to promote the wellbeing of society and the underdeveloped regions in priority.

Principle – 9 : Businesses should engage with and provide value to their customers and consumers in a responsible manner.

Policy :

- a. The Company shall take into account the overall well-being of the customers and that of society.
- b. 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 or providing its services.
- c. The Company shall disclose all information truthfully and factually as per applicable laws.
- d. The Company shall carry customer satisfaction survey periodically to address their concern and to obtain feedback about our Company for further improvement.

Implementation :

1. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the website of the Company www.bgrcorp.com
2. The Board will nominate one of its Executive member who shall be responsible to oversee implementation initiatives and to review the policy, from time to time. The Executive member so nominated is further authorized to appoint any senior management personnel of the Company as "BR Head". BR Head will be responsible for implementation of BR Policy assisted by Business / Division Heads and he shall have a team for the purpose of implementation.

The Nominated Director subject to the approval of the Board may make suitable changes to this policy from time to time. However, such alterations shall be consistent with the provisions of any law for the time being in force and the objectives of BR Policy framework.

3. Compliance with the Policy shall be monitored and evaluated by the Committee of Directors of the Company on a periodic basis.
4. Any grievances/ complaints with respect to violation of the policy shall be reported to the BR Head.
