



## Kingfa Science & Technology (India) Limited

### Business Responsibility Policy

#### **Introduction:**

Kingfa Science & Technology (India) Limited ('the Company'), incorporated under the Companies Act, 1956 (CIN : L25209TN1983PLC010438) 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 are applicable.

#### **Scope and Purpose:**

This Policy on Business Responsibility ('Policy') has been framed in line with the requirements of Regulation 34 and other applicable regulations 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 ensures 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 Ministry of Corporate Affairs.

#### **Applicability, Disclosures & Implementation:**

This Policy applies to all the Directors and Employees of the Company across all its functions and plants.

The Company shall impress upon other entities in the value chain to follow this Policy.

This Policy shall be appropriately communicated across all levels and shall be disclosed as required under the Companies Act, 2013, SEBI Listing Regulations and other applicable laws.

The Executive Director of the Company shall be BR Head and shall be responsible for the implementation of Business Responsibility Initiatives / Policy.

#### **Principles:**

- 1. Ethics, Transparency, Accountability:** The Company is committed to maintain highest standards of ethics in all sphere of its business activities and shall develop necessary governance structures, procedures and practices that ensure ethical conduct at all levels and promote the adoption of its principle across its value chain, the Company shall also not engage in practices that are abusive, corrupt or anti-competition.

The Company shall truthfully discharge its responsibility on making financial and other mandatory disclosures timely and shall avoid complicity with the actions of any third party that violates any of the principles contained in this Policy.

- 2. Safe and Sustainable Goods and Services:** The company shall assure safety and optimal use of resources over the business lifecycle and ensure that everyone connected with it are aware of their responsibilities.

The company shall work towards ensuring that all goods and services are procured, manufactured and delivered embedding the principles of quality, labour practices, human rights, ethics, occupational health, safety and environment.

The Company recognizes that over-consumption results in unsustainable exploitation of our planet's resources and therefore promotes sustainable consumption, including recycling of resources.

- 3. Well-being of Employees:** The Company shall respect the right to freedom of association, participation, collective bargaining and provide access to appropriate grievance redressal mechanisms.

Providing a workplace environment that is safe, hygienic humane and which upholds the dignity of the employees and train employees about their well-being through, frequent mailers, trainings, etc.

Cognizance of the work-life balance of the employees, especially that of women, strict no usage of child labour, forced labour or any form of involuntary labour, paid or unpaid.

Ensuring a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

- 4. Responsiveness to all the Stakeholders:** The Company would systematically identify its stakeholders, understand their concerns, define the purpose and scope of engagement, and commitment to engage with them and would give special attention to stakeholders in areas that are underdeveloped.

The Company shall maintain transparency about the impact of their policies, decisions, product & services, and associated operations on the stakeholders and would resolve differences with stakeholders in a just, fair and equitable manner.

- 5. Promotion of Human Rights:** The Company appreciates and believes that human rights are inherent, universal, indivisible and interdependent in nature. The Company understands and continuously strives within its sphere of influence, to promote the awareness and realization of human rights across their value chain.

The Company shall encourage its third parties and other entities with whom it conducts business to follow this policy.

- 6. Protection of the Environment:** The Company assume responsibility towards environmental burdens caused by its activities and services. 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.

Improving environmental performance by promoting use of energy efficient and environment friendly technologies and proactively persuading and supporting its value chain to adopt this policy.

- 7. Responsible Policy Advocacy:** While pursuing policy advocacy, the Company will ensure that its advocacy position is consistent with this Policy and to the extent possible, the trade and industry chambers and associations and other such collective platforms be utilized to undertake such policy advocacy and as a corporate citizen, the Company shall operate within the democratic setup and constitutional framework.

The Company, being a part of association / chamber shall strive to make recommendations/representations before regulators and associations for advancement and improvement of the businesses it operates in.

- 8. Supporting Inclusive Growth and Equitable Development:** The Company is guided by its Corporate Social Responsibility Policy for inclusive growth and equitable development. The Company is committed towards minimising the negative impact on society, if any, being created by the Company in the course of its business.

The Company therefore, through its CSR activities, shall continuously participate in activities related to promoting Healthcare, Education, Development of Sports, Rural Development, Infrastructure Development, Poverty Alleviation, benefitting the needy and weaker sections of the society, promoting well-being of the overall society, etc.

- 9. Providing Value to Customer:** Ensuring that there is no restriction on the freedom of choice and free competition in any manner while designing, promoting and selling its products, the company shall take into account the overall well-being of the customers and that of society.

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

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

#### **Review and Amendment:**

This policy shall be reviewed and amended as and when required by the Board in line with the changes in the regulatory requirements.

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