

## **ANTI-BRIBERY & ANTI-CORRUPTION POLICY**

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### **ANTI-BRIBERY & ANTI-CORRUPTION POLICY**



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### **ABOUT THE POLICY**

This policy has been frame with a view to conduct all of our business in an honest and ethical manner. We at KRBL Limited take a zero tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships, wherever we operate, and to implementing and enforcing effective systems to counter bribery. Our associates (as defined in the policy) are also prohibited from engaging in any bribery or potential bribery and this includes a prohibition against both direct bribery and indirect bribery, including payments through third parties. If any associates suspects or becomes aware of any potential bribery involving the company, it is the duty of that associate to report their suspicion for awareness to the company, at [investor@krblindia.com](mailto:investor@krblindia.com).

Bribery is a serious criminal offence in countries in which the company operates, including India, UAE and USA. Bribery offences can result in the imposition of severe fines and/or custodial sentences (imprisonment), exclusion from tendering for public contracts, and severe reputational damage of the Company.

We therefore take our legal responsibilities very seriously. We will uphold all laws relevant to countering bribery and corruption.

The purpose of this policy is to:

1. Set out the responsibilities to comply with laws against bribery and corruption; and
2. Provide guidance on how to recognise and deal with bribery and corruption issues.



## **ANTI-BRIBERY & ANTI-CORRUPTION POLICY**

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### **SCOPE**

This Anti-Bribery and Anti-Corruption Policy (this “Policy”) applies to all associates and individuals working for all affiliates and subsidiary Companies worldwide.

This includes senior managers, officers, directors, employees (whether regular and temporary), consultants, contractors, trainees, secondary staff, home-workers, casual workers and agency staff, volunteers, agents, sponsors, and third parties dealing with the company or any other person associated with us or any of our subsidiaries or their employees wherever located.

In this Policy, “Third Party(ies)” means any individual or organization, who / which come into contact with the Company or transact with Company and also includes actual and potential clients, suppliers, business contacts, consultants, intermediaries, representatives, subcontractors, agents, advisers, joint ventures and government & public bodies (including their advisers, representatives and officials, politicians and political parties).

### **BRIBERY**

Bribery is:

1. The offer, promise or receipt of any gift, hospitality, loan, fee, reward or other advantage to induce and reward behaviour which is dishonest, illegal or a breach of trust, duty, good faith or impartiality in the performance of a person’s functions or activities (including but not limited to, a person’s public functions, activities in their employment or otherwise in connection with a business):or



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2. The offer or promise of any gift, hospitality, loan, fee, reward or other advantage to a public official with the intention of influencing the public official in the performance of their public function, to obtain a business advantage

But not limited to:

An inducement, payment, reward or advantage offered, promised or provided to any person in order to gain any commercial, contractual, regulatory or personal advantage. It is illegal to directly or indirectly offer a bribe or receive a bribe. It is also a separate offence to bribe a government/ public official. "Government / public official" includes officials, whether elected or appointed, who hold a legislative, administrative or judicial position of any kind in a country or territory.

A bribe may be anything of value and not just money -- gifts, inside information, sexual or other favors, corporate hospitality or entertainment, offering employment to a relative, payment or reimbursement of travel expenses, charitable donation or social contribution, abuse of function -- and can pass directly or through a third party. Corruption includes wrongdoing on the part of an authority or those in power through means that are illegitimate, immoral or incompatible with ethical standards. Corruption often results from patronage and is associated with bribery.

### **GIFTS AND HOSPITALITY**

Employees or members of their immediate families (spouse, mother, father, son, daughter, brother, sister or any of these step- or in-law relationships, whether established by blood or marriage including common law marriage) should not provide, solicit or accept cash or its equivalent, entertainment, favors, gifts or anything of substance to or from competitors, vendors, suppliers, customers or others that do business or are trying to do business with KRBL. Loans from any persons or companies having or seeking business with KRBL, except recognized financial institutions, should not be accepted.



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All relationships with those who KRBL deals with should be cordial, but must be on an arm's length basis. Nothing should be accepted, nor should the employee have any outside involvement, that could impair, or give the appearance of impairing, an employee's ability to perform his/her duties or to exercise business judgment in a fair and unbiased manner. This Policy does not prohibit normal and appropriate gifts, hospitality, entertainment and promotional or other similar business expenditure, such as calendars, diaries, pens, meals and invitations to theatre and sporting events (given and received), to or from Third Parties.

However, the key determining factor for appropriateness of the gift or hospitality and/or its value would be based on facts and circumstances under which such gift or hospitality is provided. The practice of giving gifts and hospitality is recognized as an established and important part of doing business. However, it is prohibited when they are used as bribes. Giving gifts and hospitality varies between countries and sectors and what may be normal and acceptable in one country may not be so in another. To avoid committing a bribery offence, the gift or hospitality must be:

- a. Reasonable and justifiable in all the circumstances;
- b. Intended to improve the image of KRBL, better present its products and services or establish cordial relations.

The giving or receiving gifts or hospitality is acceptable under this Policy if all the following requirements are met:

- a. It is not made with the intention of influencing a Third Party to obtain / retain business or a business advantage or to reward the provision or retention of business or a business advantage or in explicit or implicit exchange for favors / benefits or for any other corrupt purpose.
- b. It complies with local laws and customs;



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- c. It does not include cash or a cash equivalent (such as gift certificates or vouchers)
- d. It is appropriate in the circumstances.
- e. Taking into account the reason for the gift or hospitality, it is of an appropriate type and value and given at an appropriate time
- f. It is given openly, not secretly and in a manner that avoids the appearance of impropriety.

Examples of Token Gifts: Corporate calendar, pens, mugs, books, T-shirts, wine bottles, bouquet of flowers or a pack of sweets or dry fruits. If the gifts or hospitality given or received is more than a token gift or modest meal/entertainment in the ordinary course of business, you must obtain prior written approval from your vertical head and must notify same to the Administration Department of the Company. The Administration Department will maintain a gift and hospitality records, setting out full details of the gift or hospitality given or received including the approximate value, the purpose or intention of the gift or hospitality, the name of the recipient and provider of the gift or hospitality and their relationship.

### **RECORD-KEEPING**

Employees must ensure all expenses claims relating to hospitality, gifts or expenses incurred to Third Parties are submitted in accordance with our expenses policy and specifically record the reason for the expenditure. All accounts, invoices, memoranda and other documents and records relating to dealings with third parties, such as clients, suppliers and business contacts, should be prepared and maintained with strict accuracy and completeness. No accounts will be kept "off-book" to facilitate or conceal improper payments and the same is ensured through effective monitoring and auditing mechanisms in place.



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Employees must follow all the procedures laid out in other policies (available in the respective intranet portal) which help in anti-bribery and corruption due diligence on suppliers, potential joint venture parties, clients and other Third Parties.

### **WHO IS RESPONSIBLE FOR THE POLICY?**

The Human Resource and Administration heads have overall responsibility for ensuring that this Policy complies with our legal and ethical obligations and that all those under our control comply with it. Managers at all levels are responsible for ensuring that those reporting to them are made aware of and understand this Policy, undertake training on how to implement and adhere to it and also monitor compliance of it. The Compliance / HR team is responsible for this Policy and for monitoring its use and effectiveness (and dealing with any queries on its interpretation). Management at all levels is responsible for ensuring that those reporting to them are made aware of and understand this Policy and attend regular training on how to implement and adhere to it. Every person to whom this policy applies is responsible for the success of this Policy and should ensure that he / she should use it to disclose any suspected activity or wrong-doing.

Further the Prevention of Corruption Act, 1988 is equally applicable on all the acts of bribery and anti corruption noticed.



## ENVIRONMENTAL PROTECTION POLICY

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### ENVIRONMENTAL PROTECTION POLICY





## **ENVIRONMENTAL PROTECTION POLICY**

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### **BACKGROUND**

Environmental Protection is crucial for any company as it helps towards holistic growth and development. KRBL believes that environmental protection is a highly important factor in overall sustainable development. We strive to incorporate environmental considerations into all our operations and integrate sound environmental practices throughout our facilities in order to minimize our environmental footprint in order to become environmental stewards. We constantly identify environmental issues that are crucial to business and address them on an immediate basis. We use state of the art technologies and mechanisms within our operational sites in order to minimize impact from our activities and manage resources in an efficient manner.

We constantly work towards optimal resource consumption (water, energy, raw materials), while ensuring minimal emissions to water, air and soil (waste generation, air emissions), and constantly work towards conserving biodiversity in our operational sites. We ensure that statutory norms are met along with in all our operational facilities.

### **OBJECTIVE**

This policy aims to ensure that environmental considerations are taken into account in all our operations in order to reduce environmental footprint and protect the environment at different levels.

### **POLICY REQUIREMENTS**

Hence it is our responsibility to –



## ENVIRONMENTAL PROTECTION POLICY

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- Contribute to developing in a sustainable manner through establishing and implementing standards to set certain benchmarks and meet along with legal requirements.
- Ensure legal compliance with all relevant national and state related environmental regulations and statutory requirements.
- Devise initiatives to help KRBL; move towards efficient use of resources by taking environmental concepts into decision making.
- Follow a Plan-Do-Check-Act approach in which all operational sites are monitored using environmental criteria (material usage, water usage, energy usage, waste generation, emissions generation). Once key issues are identified, mechanisms will be put in place in order to address such issues and minimize environmental impact.
- Develop a plan to monitor measure and report environmental performance and status of environmental conservation initiatives.
- Develop, implement and maintain an environmental management system that ensures continual improvement in our environmental protection mechanisms.
- Create environmental awareness within the organization by constantly engaging and communicating with employees and contractors through effective modes of communication and motivating them to imbibe environmental responsibility into work culture.
- Engage with various stakeholders, both internal and external and reach out to communities around our operational areas to understand our environmental priorities in a broader manner.
- Influence our vendors/suppliers to engage in environmental protection practices, thus encouraging environmental management across the supply chain.
- Ensure continual improvement of environmental performance (energy, waste, emissions) year on year and improve infrastructure in order to reach environmental targets.
- Contribute to increasing green cover, and biodiversity status around our operational areas.



## **ENVIRONMENTAL PROTECTION POLICY**

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- Increase contribution from renewable energy resources, both generation as well as utilization within operational areas.
- Initiate awareness campaigns in order to promote “best environmental practice” in all operational areas.
- To set up a platform to submit environment related grievances.

### **IMPLEMENTATION**

- To build-up the efficient mechanism which overlook environmental performance and environmental governance of all operational areas and ensure that mechanisms works properly and ensures compliance with the policy, as well as statutory requirements.
- Setting up of policy objectives.
- Regular monitoring will be done to ensure compliance with the environmental protection policy at different levels.
- This policy is communicated to all employees in an efficient manner.
- The team will regularly engage with employees, service partners, vendors, farmers and other stakeholders to improve environmental performance.
- An annual review of the environmental policy will be conducted to ensure effective implementation.



## **STAKEHOLDER GRIEVANCE REDRESSAL POLICY**

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## **STAKEHOLDER GRIEVANCE REDRESSAL POLICY**

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### **BACKGROUND**

KRBL Limited is committed to a high standard of corporate behavior which should act as benchmark for the industry. Company also believes in conducting its business in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behavior. The Company also wants to develop a culture where it is safe for all stakeholders to raise concerns about any unacceptable practice or behavior.

We have robust systems and procedures to identify priorities and address the concerns of all our key stakeholders in our business activities as well as at the corporate level. Towards this end, Company has formulated a Grievance Redressal Policy ("Policy").

### **DEFINITION**

**Chief Grievance Redressal Officer** – Chief Grievance Redressal Officer means the head of the respective department with whom the complaint belongs.

**Complaint** – Complaint means any concern raised by the customer, supplier, employee or any other stakeholder, through written or electronic communication made in good faith which raises a grievance.

**Employee** – Employee means all employee(s) of the company (including employees on Contract basis), Directors of the Company and Key Managerial Personnel and Senior Management Personnel as defined under the Companies Act, 2013.

**Good Faith** – Good Faith means there is a reasonable basis for communication of Unethical and Improper Practice(s) or any other alleged wrongful conduct.



## **STAKEHOLDER GRIEVANCE REDRESSAL POLICY**

**Stakeholders** – Stakeholders are the persons/entities who either affect or are affected by the operations of the Company.

### **OBJECTIVE**

The objective of this policy is to work in a transparent manner and treat all the stakeholders of the Company with dignity and respect. This policy aims to establish a responsive, fair, expeditious and stakeholder-centric, query/complaint or grievance management procedures across all our operations.

There are various types of grievances which can be classified as under:

- Employees concern related to the work environment, health and safety wages etc.
- Customers concerns related to the quality, quantity and price of the product.
- Suppliers concerns related to the price, payment of material etc.
- Government Authorities concerns related to the compliances of all laws applicable on the company.

### **SCOPE**

This Policy is applicable to all the stakeholders of the company whether internal or external and includes all employees wherever located, customers, suppliers dealing the Company.

### **POLICY REQUIREMENTS**

We believe it is our responsibility to –



## **STAKEHOLDER GRIEVANCE REDRESSAL POLICY**

- a) Ensure visibility and accessibility of grievance redressal process to all our stakeholders.
- b) Handle grievances professionally and in a transparent manner.
- c) Ensure objectivity in the grievance redressal process.
- d) Provide prompt and responsive complaint resolution to all our stakeholders.
- e) Ensure confidentiality of complainant's information unless required for addressing the complaint.
- f) Ensure clear accountability for resolution and reporting of complaints.

### **COMPLAINT RESOLUTION PROCEDURE**

- Complainant shall make an complaint in writing or by e-mail at [investor@krblindia.com](mailto:investor@krblindia.com)
- On receipt of Complaint, Chief Grievance Redressal Officer as mentioned in the policy consider such complaint and initiate such steps which is required to resolve it.
- Complaint resolution process shall be completed in a time bound manner.
- Complainant should be informed about the findings in writing or by e-mail or by other means which Chief Grievance Redressal Officer thinks suitable.
- If the complainant is not satisfied with the reply then he/she can ask for further clarification.

### **IMPLEMENTATION**

- a) This policy is communicated to all employees and stakeholders in a manner that is appropriate and meaningful.



## **STAKEHOLDER GRIEVANCE REDRESSAL POLICY**

- b) Our business units have appropriate systems and processes in place to ensure compliance with this policy and with statutory provisions, including processing of grievances for redressal.
- c) Compliance with policy will be regularly monitored through Policy on Vigil Mechanism (Whistle Blower Policy) which provides a platform for reporting concerns and misconduct and provides for the protection of employees and directors who raise concerns about any poor or unacceptable practice and any event of misconduct.
- d) Company has a Stakeholder Relationship Committee Who deals with the grievances related to share transfers, Split, Consolidation and endorsement.

### **NOTIFICATION**

All departmental heads are required to notify and communicate the existence and contents of this Policy to all the employees of their department.

In case of new employee, Human Resource Department shall be responsible to notify this Policy to such new employee at the time of his / her joining.

This policy as amended from time to time shall be notified immediately.





## **PRODUCT RESPONSIBILITY POLICY**

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## **PRODUCT RESPONSIBILITY POLICY**

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### **BACKGROUND**

KRBL philosophy is that ensured by overall growth of the people with whom they work specially farmers with whom the company deals with. Our relationship with Basmati farmers goes back in time- across generation actually. At KRBL, we have spent three generations perfecting the Basmati grain, which shows how much we care about the product we wish to deliver to the world.

### **KRBL PRODUCT RESONSIBILITY POLICY COVERS THE FOLLOWING ASPECTS:**

#### **POLICIES PERTAINING TO SUSTAINIABLITY**

- To ensure sustainable consumption of resources during product development- energy, water, raw materials etc.
- To use sustainable forms of energy majorly in production of products.
- To increase renewable energy share from wind energy/solar energy operations.
- To reduce waste generation by reducing, re-using and recycling, through utilizing by-products generated from production activities.
- To reduce emissions from product development.
- To consistently comply with all legal environmental requirements and statutory requirements during product manufacturing.
- To move towards continual improvement by using efficient resource management techniques in product development.
- To build social and environmental capital, thus making inclusive growth a part of product and service delivery.
- To incorporate agricultural stage into product sustainability, and ensure that efficient and sustainable agricultural practises are followed.

#### **POLICIES PERTAINING TO PRODUCT QUALITY AND SAFETY**

- To develop a strong R&D platform and seed development cell with experienced farmers to develop seed varieties that are high on quality and yield.



## **PRODUCT RESPONSIBILITY POLICY**

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- To build an efficient QMS (Quality Management System) at various levels, to optimize production.
- To comply with ISO 9001:2008, SGS HACCP, SQF 2000, USFDA, BRC Food and other relevant guidelines , relevant laws and regulations and internationally recognized standards and consistently maintain and improve quality management systems (QMS) across products and services with transparency at all levels.
- To develop products and services that is safe and has no defects, and that are preferred by consumers.
- To make product labelling in accordance with recognized standards an important part of product processing and packaging to ensure product safety and quality.
- To ensure safety packaging and warehousing conditions.
- To work with a diverse team of highly qualified individuals who contribute to the development of quality products.
- Encouraging employee participation in relation to improvement of product quality through training, communication and supervision.
- To conduct regular performance reviews and monitoring of products and services to ensure quality. Continually review food safety policies to ensure that all food safety risks are managed with changes in products, processes, infrastructure and technologies.
- To strengthen relationships with suppliers/vendors/farmers in order to extend product quality and responsibility in the supply chain.
- To work with farmers through contact farming to ensure quality paddy is procured.

### **POLICIES PERTAINING TO CUSTOMER SATISFACTION**

- To conduct regular customer satisfaction surveys to understand customer viewpoints on products and services.



## **PRODUCT RESPONSIBILITY POLICY**

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- To respect customer viewpoints in developing and delivering quality products and services that meet along with all customer expectations.
- To enable healthier and happier lives to consumers by offering customized products to meet along with their diverse requirements.
- To create a platform for customer feedback and customer grievances so as to continually improve on product and service performance.

### **IMPLEMENTATION**

- This policy is communicated to all employees and stakeholders in a manner that is appropriate and meaningful. It is binding for all employees and senior management of the company, who will look at the overall effectiveness of the policy and compliance with the principles set out in the policy.
- KRBL's unit have appropriate systems in place to ensure compliance with this policy, statutory provisions, including processing of grievance of redressal. Marketing team of the company is responsible for implementation of this policy.
- Regular performance reviews will be done to ensure effective implementation of the policy in a plan-do-check-act method, and measures will be put in place whenever improvement is required.



## HUMAN RIGHTS POLICY

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## **HUMAN RIGHTS POLICY**

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### **BACKGROUND**

The Constitution of India gives its citizen six rights which are:

- Right to Equality;
- Rights to Freedom;
- Rights against Exploitation;
- Rights to Freedom of Religion;
- Cultural and Educational Rights; and
- Right to Constitutional Remedies.

As a socially responsible organization, we at KRBL believe that our employees and suppliers must live with social and economic dignity, regardless of nationality, gender, race, economic status or religion. In KRBL Limited, each and every person's human rights are protected and are surely treated with dignity and respect. Thus, in the management of our business and operations, we strive to ensure that we uphold the spirit of human rights as enshrined in existing international standards such as the Universal Declaration and the Fundamental Human Rights Conventions of the ILO (International Labor Organization).

### **OBJECTIVES**

This policy aims to establish standards of operation to respect and promote the basic principles and essence of human rights, such as:

- Freedom of association and collective bargaining;
- The elimination of forced or compulsory labor;
- The abolition of child labor;
- The elimination of discrimination in respect of employment and occupation;
- Treat every employee with dignity and respect;



## **HUMAN RIGHTS POLICY**

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- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;

### **SCOPE**

Our Human Rights Policy applies to all associates and individuals working for all our affiliates, subsidiaries and associate Companies.

### **HUMAN RIGHTS IN THE WORKPLACE**

We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to comply with all the applicable labor and employment laws wherever we operate. Across all our locations, Company provides equal opportunities to all its employees and all qualified applicants for employment without regard to their race, caste, religion, sex, age and nationality.

### **HUMAN RIGHTS IN THE COMMUNITY**

We recognize that we are part of the communities in which we operate. We engage with communities on human rights matters that are important to them such as access to water and environment safety. We are committed to engaging with stakeholders in the communities, inviting their input and taking their views into account. We are also committed to creating economic opportunity, fostering goodwill and improving human rights by implementing Corporate Social Responsibility.

### **OUR APPROACH TO HUMAN RIGHTS**

Our responsibility to respect human rights is at the forefront of our business. We continually review and assess the human rights risks of our business activities, and strive to prevent and address any negative impacts we may have on the rights of



## **HUMAN RIGHTS POLICY**

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those whom we employ, do business with or interact with along our value chain. We also aim actively to promote human rights throughout our operations.

Company has adopted whistle blower mechanism in which employee in case of any unethical behavior report to the senior management of the company. Company has also internal complaint committee for prevention of sexual harassment at workplace. Our business units have appropriate systems and processes in place to ensure compliance with this policy and with statutory provisions, including processing of grievances for redressal.

### **GOVERNANCE**

The Human Resource Department of Company is responsible to govern and implement this policy in effective manner and responsible to solve the grievances which affects the Human rights.





## **RESPONSIBLE ADVOCACY POLICY**

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## **RESPONSIBLE ADVOCACY POLICY**

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### **ABOUT THE POLICY**

KRBL believes in the fact that it is necessary to engage with the authorities of the area in which it operates. Our idea of engagement with these authorities is by maintaining integrity, transparency and commitment towards the interest of stakeholders so that their interests are not divulged or hampered in any way. It is our belief that stakeholders interest should be of utmost priority.

### **RESPONSIBLE ADVOCACY**

Responsible advocacy is a mean to facilitate and foster active support for a cause vis-a-vis, at the same time providing a method for checking and balancing such support. The rationale behind such advocacy is to how the company responds to a particular situation while dealing with the Government and other statutory authorities and how positively the company dealt with such complex situations and simultaneously sustains and maintains the organisation's advocacy position with integrity and transparent manner.

### **KRBL RESPONSIBLE ADVOCACY POLICY**

- To ensure that our advocacy position is consistent with our value, philosophy, code of ethical conduct and integrity.
- To work with industry organizations and associations that is engaged in policy advocacy.
- To ensure that policy advocacy is conducted ethically and also considering in regards to public good and interest of our stakeholders.



## **RESPONSIBLE ADVOCACY POLICY**

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### **IMPLEMENTATION**

- This policy is communicated to all employees and stakeholders in a manner that is appropriate and meaningful.
- KRBL's units have appropriate systems and processes in place to ensure compliance with this policy and with statutory provisions, including processing of grievances for redressal.
- Compliance with policy will be regularly monitored and evaluated by Directors and Senior Management of the organisation.



## **SUSTAINABLE PROCUREMENT POLICY**

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## **SUSTAINABLE PROCUREMENT POLICY**



## **SUSTAINABLE PROCUREMENT POLICY**

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### **BACKGROUND**

Corporate sustainability is an approach that creates long-term stakeholder value by implementing a business strategy that considers every dimension of how a business operates in the ethical, social, environmental, cultural, and economic spheres. It also formulates strategies to build a company that fosters longevity through transparency and proper employee development.

Sustainability Procurement Policy at, KRBL Limited is an integral part of our business and goes beyond economic, legal or regulatory motives. Being an organization primarily into Rice Processing and Wind Energy Generation, we ensure that raw materials across both these operations are sourced sustainably. We understand that the agricultural phase of rice has a major impact in the life cycle of rice. As a responsible corporate citizen, we believe that it is necessary to engage with farmers, and other vendors/suppliers on matters concerning sustainable practices. Such engagement is guided by our Sustainable Procurement Policy, to ensure that all our raw materials are procured from sustainable sources that strongly abide by economic, social and environmental principles.

### **OBJECTIVES**

KRBL Limited encourages involvement of all stakeholders & ensures that the policy is well communicated, implemented, monitored and reviewed periodically. The objectives of this policy are as follows:

- (i) Promote awareness on sustainability amongst suppliers/contractors/farmers;
- (ii) Ensure a safe and motivated work environment for associates;
- (iii) Resource optimization of electricity, energy & water so as to reduce carbon emissions & waste;



## **SUSTAINABLE PROCUREMENT POLICY**

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- (iv) Ensure Sustainable procurement practices are followed while sourcing raw materials across all our divisions in order to reduce upstream impact of product;
- (v) Ensure Sustainable practices are followed by all vendors;
- (vi) Comply with applicable statutory and regulatory requirements;
- (vii) Ensure appropriate access to safe water, sanitation and hygiene for all employees in our premises.

### **SCOPE**

This Policy applies to all associates and individuals working for all affiliates, subsidiaries and associate Companies of the Company.

### **VISION**

Vision of the Company is to implement sustainable business practices which help maximize benefit to the society, environment and community at large.

### **POLICY REQUIREMENTS**

We have two major operations- Rice processing and Wind, Solar and Biomass energy generation. We have incorporated our sustainable procurement policy into both these divisions.

Hence it is our responsibility to –

- a) Prioritize suppliers who have embedded sustainable and ethical practices within their organization.
- b) Ensure that all raw materials sourced for our operations are obtained from sustainable sources.



## **SUSTAINABLE PROCUREMENT POLICY**

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- c) Ensure that all we work with vendors who operate in a sustainable and responsible manner by conducting vendor sustainability assessments before signing any contracts.
- d) Ensure that products are sourced locally, whenever possible in order to move towards sustainable purchasing.

In case of our rice processing operations, we ensure that it is our responsibility to:

- a) Work with basmati rice farmers from local communities through contract farming.
- b) Ensure that the farmers we work with follow sustainable practices, to yield maximum harvest while causing minimum impact to the environment- the required training and resources will be provided with them in order to do so.
- c) Ensure that quality testing is done on the rice before procurement from farmers.

We prioritize suppliers who:

Environment- Work towards reducing environmental footprint by managing energy, water, waste, emissions, packaging etc.

Social- Respect human rights of employees and ensure that no activities like child labor, forced labor, compulsory labor etc. take place.

Economic- Provide opportunities for economic improvement for SME's, social businesses and investing in CSR activities to improve livelihood of communities.

Product Quality- Provide raw materials of high quality in a sustainable manner.

### **IMPLEMENTATION**

The purchasing team/procurement team is responsible for upholding of this policy.  
Role of procurement team are as follows:



## **SUSTAINABLE PROCUREMENT POLICY**

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- a) Our procurement teams select vendors/suppliers/farmers that practice their business in a responsible manner- covering concepts of environment, economic and social responsibility before signing contracts with them.
- b) Our procurement team enables local procurement of raw materials, primarily for our rice processing division.
- c) The procurement team works hand in hand with farmers to ensure that sustainable agricultural practices are followed throughout the production cycle to ensure maximum yield, with minimal impact.
- d) The procurement team ensures that the necessary training is provided to the farmers on the latest agricultural practices, technology, and seeds that need to be used to gain quality rice.
- e) The procurement team also does extensive quality checks on the rice to be procured.

### **OUR COMMITMENT**

We apply a Product Life Cycle from farm to consumer beyond specific to our food business we, focus on water preservation, natural resources efficiency, climate change adaption and zero waste. We prefer to use agricultural materials which are of high quality and are locally available.

