

DOLLAR INDUSTRIES LIMITED

BUSINESS RESPONSIBILITY POLICY

1. INTRODUCTION

The Policy on Business Responsibility ('BR Policy') has been prepared in accordance with the Regulation 34 of SEBI (Listing Obligations & Disclosures Requirements) Regulations, 2015 and is based on National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business ('Guidelines') published by Ministry of Corporate Affairs.

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

This Policy re-affirms Company's commitment to follow the guidelines and ensures that the Company contributes towards sustainable development and fulfil its social, environmental and economic responsibilities. The Company aims to develop itself as a long term, sustainable business that delivers value for all its stakeholders.

For sustainable development, the management of the Company will endeavour to strike proper balance between economic, social and environmental performance in dealings with various stakeholders of the Company, namely, employees, customers, dealers, suppliers, investors, media, government and regulators. The policy and its elements are applicable to all Departments and Verticals in the Company. The Company will also make its best efforts to impress upon other entities in the value chain to participate in the Business Responsibility initiatives depending upon their means and resources.

2. OBJECTIVE

The objective of this policy is to ensure a unified and common approach to the dimensions of Business Responsibility across the Company and shall be applicable to all employees of the Company.

3. IMPLEMENTATION AND MONITORING

The Executive Directors and Senior Officials of the Company shall have the authority to oversee the implementation of this Policy. The Executive Directors and Senior Officials of the Company shall be responsible for implementing the Business Responsibility initiatives and assisted by a team having multi-disciplinary backgrounds. They shall be responsible for, providing clarifications on the Policy, guiding the staff in implementation of the principles, reviewing the results, audit, impact assessment, etc.

The Policy shall be periodically reviewed by the Corporate Social Responsibility Committee of the Company and it shall recommend any amendment/updates in the policy for subsequent approval of the board of directors as deemed necessary in accordance with the applicable provisions of SEBI (Listing Obligations & Disclosures Requirements) Regulations, 2015.

4. KEY PRINCIPLES

The Company's business practices would be governed by the following nine guiding principles:

4.1 Businesses should conduct and govern themselves with Ethics, Transparency and Accountability

- i. The Company has developed Code of Conduct for its Directors and senior management personnel for attaining good governance structures, procedures and practices that ensures transparency and accountability in conducting its affairs and dealing with stakeholders at all levels across the value chain.
- ii. The Company shall constantly endeavour to inculcate its ethical culture at all levels in the organization so that it becomes an essential part of the work culture among all its employees and stakeholders.
- iii. The Company shall communicate transparently with its stakeholders and assure access to information about its decision that impact relevant stakeholders. The Company shall ensure maximum appropriate disclosures without jeopardizing the Company's strategic interest.
- iv. The Company shall not engage in practices that are abusive, corrupt or anti competition.
- v. The Company shall truthfully discharge its responsibility on financial and other mandatory disclosures.
- vi. The Company shall avoid complicity with the actions of any third party that violates any of the principles contained in these guidelines.
- vii. The Company shall report on the status of the adoption of these guidelines as necessary.

4.2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

- i. The Company shall provide and maintain a clean, healthy and safe working environment for employees, customers, associates and the community.
- ii. The Company shall strive to consistently enhance its value proposition to the customers and adhere to its promised standards of service delivery.

- iii. The Company should provide products that assure safety and optimal resources use over the life cycle of the product and ensure that connected persons are aware of their responsibilities.
- iv. The Company shall ensure that its products and services comply with all applicable standards.
- v. The Company shall raise consumers' awareness of their rights through education, product labelling, appropriate marketing and shall provide details of contents and composition and promote safe usage and disposal of its products and services, wherever applicable.
- vi. In designing the product, Company should ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.
- vii. The Company shall regularly review and improve upon the process of new technology development, deployment and commercialization, incorporating social, ethical and environmental considerations.
- viii. The Company shall recognize and respect the rights of people who may be owners of traditional knowledge and other forms of intellectual property, wherever relevant.
- ix. The Company shall promote sustainable consumption including recycling of resources.
- x. The Company shall lay emphasis on sourcing significant raw materials in a manner so as to continuously improve the balance between social, economic and environmental impacts.
- xi. The Company shall strive to reduce and minimize the ecological footprint of the Company's operations and focus on dimensions of energy and water efficiency, sustainable waste management and preserving and enhancing biodiversity at all its works.
- xii. The Company shall work to prevent pollution and minimise adverse environmental impacts of its activities through the selection and use of appropriate materials, processes, equipment and services.

4.3 Businesses should promote the wellbeing of all employees

- i. The Company shall respect the right to freedom of association, participation, collective bargaining and provide access to appropriate grievance redressal mechanisms.
- ii. 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.

- iii. The Company shall not use child labour, forced labour or any other form of involuntary labour, paid or unpaid.
- iv. The Company shall take cognizance of work life balance of its employees, especially that of women.
- v. The Company shall provide facilities for the well being of its employees including those with special needs.
- vi. The Company shall ensure timely payment of fair living wages to meet the basic needs and economic security of the employees.
- vii. The Company shall provide a workplace environment that is safe, hygienic, humane and which upholds the dignity of the employees.
- viii. The Company shall create awareness of these provisions to the employees and train them on a regular basis.
- ix. The Company shall ensure continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities on an equal and non-discriminatory basis. Company shall promote employee morale and career development through enlightened human resource intervention.
- x. The Company shall create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.
- xi. The Company shall provide its employees and workers access to appropriate grievance redressal mechanism.

4.4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized

- i. The Company shall systematically identify its stakeholders, understand their concerns, define purpose and scope of engagement and commit to engaging with them.
- ii. The Company shall acknowledge responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders.
- iii. The Company shall give special attention to stakeholders in the areas that are underdeveloped.
- iv. The Company shall resolve differences with stakeholders in a just, fair and equitable manner.

4.5 Businesses should respect and promote human rights

- i. The Company shall integrate principles of 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.
- ii. The Company shall recognize and respect the human rights of all relevant stakeholders and groups within and beyond the workplace, including that of communities, consumers and vulnerable and marginalized groups.
- iii. The Company shall within its sphere of influence, promote the awareness and realization of human rights across their value chain.
- iv. The Company shall seek to identify adverse human rights impacts and take appropriate steps to avoid, minimise and/or mitigate them.
- v. The Company shall not be complicit with human right abuses by third parties.
- vi. The Company shall ensure compliance and adherence to all the applicable human rights laws and national laws and to strive to percolate these values at all levels in the organisation.

4.6 Business should respect, protect, and make efforts to restore the environment

- i. 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.
- ii. The Company shall take measures to check and prevent pollution and shall assess environmental damage and shall take steps towards pollution abatement in public interest, wherever possible.
- iii. 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.
- iv. 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.
- v. The Company shall develop Environment Management Systems (EMS) and contingency plans and processes that shall help in preventing, mitigating and controlling environmental damages and disasters, which may be caused due to its operations or that of a member of the value chain.

- vi. 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.
- vii. The Company shall persuade and support its value chain to adopt these principles.

4.7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

- i. The Company, while pursuing policy advocacy, shall ensure that their advocacy positions are ethical and consistent with the principles and core elements contained in this policy enhancing business responsibility and transparency.
- ii. To the extent possible, the Company shall utilize the trade and industry chambers and associations and other such collective platforms to undertake such policy advocacy.

4.8 Businesses should support inclusive growth and equitable development

- i. The Company shall understand impact of its operation on social and economic development and respond through appropriate action to minimize the negative impacts.
- ii. The Company shall innovate and invest in products, technologies and processes that promote the wellbeing of the society.
- iii. 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 our business operations.
- iv. The Company shall be sensitive to local concerns while operating in regions that are underdeveloped.

4.9 Businesses should engage with and provide value to their customers and consumers in a responsible manner

- i. The Company while serving the needs of their customers, shall take into account the overall well-being of the customers and that of the society at large.
- ii. The Company shall ensure that that they do not restrict the freedom of choice and free competition in any manner while designing, promoting and selling its products.
- iii. The Company shall fully disclose all information truthfully and factually as per applicable laws, through labelling and other means, including the risks to the individual, to society and to the planet from the use of the products, so that the customers can exercise their freedom to consume in a responsible manner. Company shall also educate its customers on the safe and responsible usage of its products and services, wherever required.
- iv. The Company shall promote and advertise its products in ways that do not mislead or confuse the customers or violate any of the principles of these policies.

- v. 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.
- vi. The Company shall provide suitable orientation programme to its employees in order to meet the challenges of a dynamic business environment and will also provide adequate grievance handling mechanisms to address customers concerns and feedback.

5. REVIEW AND AUTHORITY TO MAKE ALTERATIONS IN THE POLICY

The Board of Directors are authorized to make alterations to this policy as considered appropriate from time to time in due consultation with the CSR committee of the Company, however such alterations shall not be inconsistent with the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 or any other regulatory provisions.

This policy has been adopted by the Board of Directors of the Company in its meeting held on 21st February, 2020