

Business Responsibility Policy of Hawkins Cookers Limited

Date of Policy Issue: February 3, 2020 Version Number: BRR2020-1111/02 effective November 11, 2020

1. The Securities Exchange Board of India (SEBI) has mandated vide an amendment to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, on December 26, 2019, that the top one thousand listed companies (based on market capitalization as at the end of every financial year) have to include a Business Responsibility Report as a part of their Annual Report.

2. Hawkins Cookers Limited (the “Company”), presently being one of the top one thousand listed companies as per the criteria mentioned above, has to have a Board approved and adopted Business Responsibility Policy in place before March 31, 2020, under which it has to include a Business Responsibility Report in its Annual Report for the current year 2019-20.

3. The following Business Responsibility Policy (“Policy”), based on principles enunciated in the National Voluntary Guidelines on Social, Environmental and Economic responsibilities of a Business released by the Ministry of Corporate Affairs in July 2011, is approved by the Board of Directors on February 3, 2020. The said Policy has been updated by the Board of Directors on November 11, 2020.

4. POLICY

The Policy is applicable to all Directors and Employees of the Company.

The Company’s business practices shall be governed by the following nine guiding principles:

Principle 1: To conduct and govern the business with Ethics, Transparency and Accountability.

1.1. The Company shall not engage in practices that are abusive, corrupt, or anti-competition.

1.2. The Company shall truthfully discharge its responsibility on financial and other mandatory disclosures.

1.3. The Company shall avoid complicity with the actions of any third party that violates any of the principles contained above.

Principle 2: To provide goods and services that are safe and contribute to sustainability throughout their life cycle.

2.1. The Company shall assure safety and optimal resource use over the life-cycle of the product- from design to disposal and ensure that everyone connected with it - designers, producers, value chain members, customers and recyclers - are aware of their responsibilities.

2.2. 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 and promotion of safe usage and disposal of its products.

2.3. In designing the product, the Company shall ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.

2.4. The Company shall regularly review and improve upon the process of new technology development, deployment and commercialization, incorporating social, ethical and environmental considerations.

2.5. The Company shall recognize that over-consumption results in unsustainable exploitation of our planet’s resources and therefore promote sustainable consumption including recycling of resources.

Principle 3: Promote the well-being of all its employees

- 3.1. The Company shall respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance Redressal mechanisms.
- 3.2. 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. 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. The Company shall not use child labour, forced labour or any form of involuntary labour, paid or unpaid.
- 3.4. The Company shall ensure timely payment of fair living wages to meet basic needs and economic security of the employees. The Company shall provide facilities for the wellbeing of its employees.
- 3.5. The Company shall provide a workplace environment that is safe, hygienic, humane and which upholds the dignity of the employees.
- 3.6. The Company shall promote employee morale and career development through human resource interventions. The Company shall ensure required skill and competence upgradation of all employees by providing access to necessary learning opportunities.

Principle 4: To respect the interest of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.

- 4.1. The Company shall understand stakeholders' concerns and commit to engaging with them.
- 4.2. The Company shall resolve differences with stakeholders in a just, fair and equitable manner.

Principle 5: To respect and promote human rights

- 5.1. The Company shall integrate respect for human rights in management systems, ensuring all individuals impacted by the business have access to grievance mechanisms.
- 5.2. The Company shall recognize and respect the human rights of all relevant stakeholders and groups within and beyond the work place, including that of communities, consumers and vulnerable and marginalized groups.
- 5.3. The Company shall not be complicit with human rights abuses by a third party.

Principle 6: To respect, protect and make efforts to restore the environment

- 6.1. 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.
- 6.2. The Company shall take measures to check and prevent pollution.
- 6.3. The Company shall 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.
- 6.4. The Company shall report its environmental performance to the stakeholders in a fair and transparent manner.

Principle 7: When engaged in influencing public and regulatory policy, the Company shall do so in a responsible manner.

7.1. The Company, while pursuing policy advocacy, shall ensure that advocacy positions are consistent with the Principles and Core Elements contained in this Policy.

7.2. 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.

Principle 8: To support inclusive growth and equitable development

8.1. The Company shall innovate and invest in products, technologies and processes that promote the wellbeing of society.

8.2. The Company shall be sensitive to the local concerns while operating in Regions that are underdeveloped.

Principle 9: To engage with and provide value to its customers and consumers in a responsible manner.

9.1. The Company shall ensure that there is no restriction on the freedom of choice and free competition in any manner while designing, promoting and selling the products.

9.2. The Company shall disclose all information truthfully and factually, through labelling and other means. Where required, the Company shall also educate the customers on the safe and responsible usage of the products and services of the Company.

9.3. The Company shall promote and advertise the products in ways that do not mislead or confuse the consumers.

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

5. IMPLEMENTATION OF THE POLICY

Mr. Subhadip Dutta Choudhury, Chairman and Chief Executive Officer, and Mr. Sudeep Yadav, Vice-Chairman and Chief Financial Officer, shall be severally responsible for the implementation of the Policy and Mr. Neil Vasudeva, EVP-Marketing, shall be the Business Responsibility Head. The Business Responsibility Head will monitor the activities and principles under this Policy and report to the Chairman and Chief Executive Officer. The said Report duly approved by the Chairman and Chief Executive Officer shall form part of the Annual Report.

6. DISCLOSURE

This Policy shall be appropriately communicated across all levels and shall be displayed on the website of the Company at www.hawkinscookers.com.
