

BUSINESS RESPONSIBILITY POLICY

Bannari Amman Sugars Limited ("the company") is one of the leading sugar manufacturing companies in India. The equity shares of the company are listed on BSE Limited and National Stock Exchange of India Limited.

Regulation 34(2) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 requires the top 500 listed companies (based on market capitalization calculated as on March 31 every year) to include a report called "Business Responsibility Report" in the Annual Report of the company.

This Policy is in addition to and in furtherance of policies framed by the company from time to time. This policy endorses the company's commitment to follow principles laid down in the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business published by the Ministry of Corporate Affairs, Government of India.

This policy has been approved by the Board of Directors of the company on 14th February, 2017. This policy shall be effective from 14th February, 2017.

Policy 1: Ethics, Transparency & Accountability

Bannari Amman Sugars Limited (BASL) is committed to achieve high standards of governance and high levels of transparency, accountability and equity in all facets of its operations and all the interactions with its stakeholders including shareholders, employees, cane growers, lenders and Governments.

Policy:

1. The company shall develop governance structures, procedures and practices that ensure ethical conduct at all levels across its value chain.
2. The company shall ensure the access to information about its decisions that impact relevant stakeholders.
3. The company shall not engage in practices that are abusive, corrupt, or anti competition.
4. The company shall truthfully discharge its responsibility on making financial and other mandatory disclosures timely.



5. Every employee of the company shall abide by the values and the commitment to ethical business practices reflected in the company's Code of Conduct.
6. The company shall ensure that genuine concerns of misconduct/unlawful conduct can be reported in a responsible and confidential manner through its Vigil Mechanism.
7. The company shall avoid complicity with the actions of any third party that violates any policies of the company.

Policy 2: Product through the Lifecycle

BASL is committed to set the principles of sustainability as far as practicable into the various stages of product or service lifecycle including procurement of raw material/service, manufacturing or product or delivery of service, transportation or raw materials and finished goods, and disposal by consumers to improve the quality of live and people.

Policy:

1. The company shall ensure that its products and services comply with all applicable statutes and regulations.
2. The company shall work towards sourcing significant raw materials in a manner so as to continuously improve the balance between social, economic and environmental impacts.
3. The company shall continue to progressively factor in relevant social and environmental considerations during the process of manufacturing or providing services.
4. The company shall continue to recognize and respect the rights of people who may be owners of traditional knowledge and other forms of intellectual property wherever relevant.
5. The company shall ensure that the manufacturing processes and technologies required for producing goods or resource are efficient and sustainable.
6. The company shall work towards safe and optimal resource use over the lifecycle of its products and services, including recycling of resources wherever possible.

Policy 3: Employees' Well Being

BASL always ensures excellent work environment that provides well being of all its employees. The safety and health of employees are extremely important to the company.



Policy:

1. 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 etc.
2. The company shall respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance Redressal Mechanisms.
3. The company shall not use child labour, forced labour or any form of involuntary labour, paid or unpaid.
4. The company shall create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.
5. The company shall provide facilities for the well being of its employees including those with special needs.
6. The company shall ensure timely payment of fair living wages to meet basic needs and economic security of the employees.
7. The company shall provide a workplace environment that is safe, hygienic humane, and which upholds the dignity of the employees.
8. 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. The company shall promote employee morale and career development through enlightened human resource interventions.

Policy 4: Respects the interests and Response towards Stakeholders

BASL always recognizes the interests of all stakeholders viz. cane growers, employees, business associates, bankers, customers, shareholders/investors and communities surrounding its operations. The company continues its engagement with them through various mechanisms such as consultations with the cane growers, bankers, vendors, employees, local bodies etc.

Policy:

1. The company shall understand the concerns of its stakeholders, define its purpose and scope of engagement and commit to engaging with them.



2. The company shall acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders.
3. The company shall strive to give special attention to stakeholders in areas that are underdeveloped.
4. The company shall resolve differences with stakeholders in a just, fair and equitable manner.

Policy 5: Promotion of Human Rights

BASL respects the rights and dignity of all individuals and upholds the principles of human rights. The company's commitment to human rights and fair treatment is set out in its code of conduct. The policy provides conduct of operations with honesty, integrity and openness with respect for human rights and interests of employees.

Policy:

1. 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.
2. The company shall recognize and respect the human rights of all relevant stakeholders and groups including that of communities, consumers and vulnerable and marginalized groups.
3. The company shall within its sphere of influence, promote the awareness and realization of human rights across their value chain.

Policy 6: Preservation of Environment

BASL places highest priority in ensuring and adhering to best procedures relating to environment protection. BASL sets high standards in the area of environmental responsibility-striving for performance that does not merely comply with regulations but reduces environmental impacts.



Policy:

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.
2. The company shall take measures to check and prevent pollution. The company shall assess the environmental damage and bear the cost of pollution abatement with due regard to public interest.
3. 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.
4. 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.
5. The company shall develop Environment Management Systems and contingency plans and processes that shall help it in preventing, mitigating and controlling environmental damages and disasters, which may be caused due to its operations.
6. 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.
7. The company shall proactively persuade and support its value chain to adopt these principles.

Policy 7: Responsible towards Public and Regulatory Policy

BASL always committed to operate its businesses within the legislative frame work and policies prescribed by the Government.

Policy:

1. The company shall work with industry organizations that are engaged in policy advocacy in a responsible manner.
2. The company shall ensure that policy advocacy is conducted ethically.



Policy 8: Inclusive Growth & Equitable Development

BASL acknowledges and recognizes the challenges of social and economic development faced by country. In compliance with Section 135 of the Companies Act, 2013 read with Companies (Corporate Social Responsibility Policy) Rules, 2014, the company has adopted a CSR Policy through which it undertakes the projects in accordance with Schedule VII of the Companies Act, 2013.

Policy:

1. The company shall be sensitive to local concerns while operating in regions that are underdeveloped.
2. The company shall undertake 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.

Policy 9: Values to Customers/Consumers

BASL's endeavor is to provide superior quality end products to the customers/consumers.

Policy:

1. The company, while serving the needs of its customers shall take into accounts the overall well being of the customers and society.
2. The company shall promote and advertise its products in ways that do not mislead or confuse the consumers.

Implementation:

The policy has been appropriately communicated within the company across all levels. The Managing Director and the functional heads/unit heads of the company shall be responsible for ensuring that the policy is implemented throughout the company.

