

Authum Investment and Infrastructure Limited

Business Responsibility Policy

adopted in Board Meeting dated 2nd July, 2021

reviewed on 13th February, 2023

1. Introduction:

Authum Investment and Infrastructure Limited ('the Company') is a public limited company incorporated on July 7, 1982 under the Indian Companies Act, 1956.

The equity shares of the Company are listed on the BSE Limited and the Calcutta Stock Exchange Limited and as such the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations') are applicable and binding on it.

2. Scope and Purpose:

Regulation 34(2) of the Listing Regulation has made reporting of Business Responsibility report in its Annual Report mandatory for the top 1000 listed companies based on market capitalization vide SEBI (Listing Obligations and Disclosure Requirements) (Amendment) Regulations, 2015. This Policy on Business Responsibility ('BR Policy' or 'Policy') has been framed in line with the suggested framework as provided by the SEBI based on the National Voluntary Guidelines on Social, Environmental and Economic responsibilities of Business published by the Ministry of Corporate Affairs and is intended to ensure that the Company contributes towards sustainable development and fulfills its social, environmental and economical responsibilities.

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 towards conducting its business.

3. Applicability:

This Policy applies to all the directors and employees of the Company across all its functions, units and depots.

4. Implementation:

The Board of Directors of the Company shall have the authority to oversee the implementation of this Policy. The Whole Time Director of the Company shall be Head for Business Responsibility will oversee the implementation of the Policy. The Business Responsibility Policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's website. Compliance with the Policy shall be monitored and evaluated on regular basis. Any grievances / complaints with respect to non-compliance with the Policy shall be addressed by the BR head of the Company.

5. Key Principles:

5.1 Ethics, Transparency and Accountability

Business should conduct and govern themselves with Ethics, Transparency and Accountability.

The Company shall try to maintain high standards of ethics in all domains of its business activities. The Board of Directors and Senior Management shall try and endeavour to set examples of utmost ethical behaviour for all levels across the Company making it an essential part of the work culture so that every employee of the Company conducts himself and represents the Company with professionalism, honesty and integrity, and conform to high moral and ethical grounds. The following measures shall govern the policies and practices of the Company which shall try to achieve ethical, transparent and accountable organization:

- i. The Company shall develop necessary governance structures, procedures and practices to ensure ethical conduct at all levels; and to promote the adoption of this principle across the value chain.
- ii. The Company shall assure access to information about its decisions that impact relevant stakeholders.
- iii. The Company shall not engage in practices that are abusive, corrupt, or anticompetition.
- iv. The Company shall truthfully discharge its responsibility on financial and other mandatory disclosures timely.
- v. The Company shall ensure that genuine concerns of misconduct/ unlawful conduct can be reported in a responsible and confidential manner through its Vigil Mechanism.
- vi. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.
- vii. The Company shall report on the status of adoption of these Guidelines, as necessary.

6.2 Safety and Sustainability of Goods and Services

Business should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

The Company is a Non -Banking Financial Company and is not engaged in a business concerning design of products and related activities that could raise economic risks and/or hazardous opportunities. Accordingly, keeping in view the business of the Company, the Company is not required to undertake product life cycle sustainability.

6.3 Well Being of all Employees

Business should promote the well-being of all employees

The Company understands the worth of a healthy and sound human resource. The Company focuses on ensuring the well-being of all its employees. The Company shall ensure that there is a systematic chain or hierarchy which allows better flow of information, ideas, suggestions and understanding amongst the employees and the management and there is in place a proper channel through which the grievances of the

employees are taken up and addressed by the management. The Company believes in giving its employees ample opportunities to perform as employee well-being is imperative to achieve a profitable growth. The following shall govern the Company's efforts towards Employee Wellbeing:

- i. The Company should respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance Redressal mechanisms.
- ii. The Company should not use child labour, forced labour or any form of involuntary labour, paid or unpaid.
- iii. The Company should 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.
- iv. The Company should take cognizance of the work-life balance of its employees, especially that of women.
- v. The Company should provide facilities for the wellbeing of the employees including those with special needs.
- vi. The Company should ensure timely payment of fair living wages to meet basic needs and economic security of the employees.
- vii. The Company should provide a workplace environment that is safe, hygienic humane, and which upholds the dignity of the employees.
- viii. The Company should ensure continuous skill and competence up-gradation of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis.
- ix. The Company should promote employee morale and career development through enlightened human resource interventions.
- x. The Company should create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

6.4 Stakeholders Engagement

Business should respect the interest of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.

The Company values the support of its stakeholders and endeavours to maintain a cordial relationship and safeguard the interests of all the stakeholders. The Company recognizes its employees, business associates, shareholders/ investors and regulatory authorities as key stakeholders. The Company shall try to engage with them through various mechanisms such as consultations with local communities, client meets, employee satisfaction etc. The following shall govern the Company's efforts towards stakeholders engagement:

- i The Company shall systematically identify their stakeholders, understand their concerns, define purpose and scope of engagement, and commit to engaging with them.
- ii The Company shall acknowledge, assume responsibility and be transparent about the impact of their policies, decisions and associated operations on the stakeholders.

- iii The Company shall give special attention to stakeholders in areas that are underdeveloped.
- iv The Company shall resolve differences with stakeholders in a just, fair and equitable manner.

6.5 Protection of Human Rights

Business should respect and promote human rights.

The Company appreciates and believes that human rights are inherent, universal, indivisible and interdependent in nature. The Company respects and promotes human rights for all individuals. The Conduct Rules and Policies of the Company try to ensure that the operations be conducted with honesty, integrity and openness with respect for human rights and interests of employees. The following shall govern the Company's efforts towards ensuring respect for Human Rights:

- i The Company shall understand the human rights content of the Constitution of India, national laws and policies.
- ii The Company shall appreciate that human rights are inherent, universal, indivisible and interdependent in nature.
- iii 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.
- iv 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.
- v The Company shall, within their sphere of influence, promote the awareness and realization of human rights across their value chain.
- vi The Company shall not be complicit with human rights abuses by a third party.

6.6 Reducing Environmental Impact

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

The Company places high priority in ensuring and adhering to best procedures relating to environment protection. While the Company being a non-manufacturing concern, its operation doesn't result into any major impact on the environment but it understands its responsibilities towards a sustainable environment. The Company commits to be responsible in the optimum utilization of available resources and reduction in the utilization of non-renewable resources. The following shall govern the Company's efforts towards ensuring a sustainable environment:

- i. The Company should 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 promote ecological sustainability and green initiatives by adopting energy saving mechanisms, sensitizing employees to reduce carbon footprint of the Company.

6.7 Responsible Policy Advocacy

Business, when engaged in influencing public and regulatory policy, should do so in a responsible manner.

The Company believes that a lot can be achieved if it works together with the Government, legislators, trade bodies and regulators to create positive social and environmental outcomes. The Company shall try to create a positive impact in the business eco-system and communities by advocating best industry practices for the benefit of society at large. The Company, while persuading policy advocacy, shall ensure that their advocacy positions are consistent with the Principles and Core Elements contained in these Guidelines.

To the extent possible, the Company should utilize the trade and industry chambers and associations and other such collective platforms to undertake such policy advocacy.

6.8 Inclusive Growth and Equitable development

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

The Company considers the society as an integral part of its business and believes that it cannot work in vacuum and therefore, as it grows, the society should also progress.

The Company believes that a lot can be achieved if it works together with the Government, legislators, trade bodies and regulators to create positive social and environmental outcomes. The Company shall try to create a positive impact in the business eco-system and communities by advocating best industry practices for the benefit of society at large. The Company, while persuading inclusive growth, shall ensure that their inclusive growth plans are consistent with the Principles and Core Elements contained in these Guidelines.

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

6.9 Providing value to Consumer

Business 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 society.
- ii. The Company shall ensure that they do not restrict the freedom of choice and free competition in any manner while designing, promoting and selling their products.
- iii. The Company shall promote and advertise their products in ways that do not mislead or confuse the consumers or violate any of the principles in these Guidelines.
- iv. The Company shall exercise due care and caution while providing services that result in over exploitation of natural resources or lead to excessive conspicuous consumption.
- v. The Company shall provide adequate grievance handling mechanisms to address customer concerns and feedback.

7 DISCLOSURES

The Business Responsibility Policy shall be disclosed on the website of the Company i.e. at www.authum.com

8 POLICY REVIEW AND AMENDMENTS

This Policy would be subject to modification in accordance with the guidelines / clarifications as may be issued from time to time by relevant statutory and regulatory authorities. The Committee may modify, add, delete or amend any of the provisions of this Policy. Any exceptions to the Business Responsibility Policy must be consistent with the Regulations and must be approved in the manner as may be decided by the Board of Directors.