



**SOLAR INDUSTRIES INDIA LIMITED**  
**PRINCIPLE WISE (AS PER NVGS)**  
**BUSINESS RESPONSIBILITY MANUAL**

## Introduction

Solar Industries India Limited (the “Company”) believes that businesses that are driven by a deeper sense of purpose create more value for shareholders. For sustainable development the management of Solar group will continue its efforts to strike proper balance between economic, social and environmental performance in dealing with various stakeholders. The Company will make its best efforts to participate in Business Responsibility initiatives.

This manual has principle wise details of the activities which the Company conducts or can conduct under Business Responsibility initiatives. The manual also has the reference of company’s policies framed under the NVG guidelines or principles.

These policies are developed on the basis of following 3Ps:

- Philosophy
- Policy and
- Putting into Practice.

## Principle-1

### To conduct business and govern themselves with ethics, transparency and accountability:

Company lays a strong emphasis on ethical corporate citizenship and establishment of good corporate culture. It has always believed in adhering to the best governance practices to ensure protection of interests of all stakeholders of the Company in line with healthy growth of the Company.

#### ➤ Code of Conduct:

1. The Company has developed Code of Conduct and directors, management and employees at all levels will abide to ensure good governance, ethical practices, transparency and accountability in conducting affairs of the company and dealing with stakeholders across the value chain.
2. The Company has also developed *Code of Conduct for its Independent Directors*.
3. The Company will conduct regular training programmes on awareness of code of conduct for employees and stakeholders.
4. In the Annual report of the Company sent to shareholders, the Managing Director will certify compliance of the Company’s code of conduct by directors and senior management.

5. The Company through its *Vigil Mechanism Policy* ensures that genuine Concerns of misconduct / Unlawful conduct can be reported in a responsible and confidential manner.

➤ **Anti-Corruption & Bribery**

6. The Company including other group companies and its employees shall not engage in practices that are abusive, corrupt or anti – Competition as given in its *Anti-Corruption Policy*.

7. The Company will avoid complicity with the actions of any third party that violates any of the principles contained in these Guidelines.

➤ **Insider Trading**

8. The Company through its *Code of Practices and Procedures for fair Disclosure of Unpublished Price Sensitive Information* has developed such structures, procedures and practices which ensure no instance of Insider Trading.

**Principle – 2**

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

Company endeavors to embed the principles of sustainability, as far as practicable, into the various stages of product or service lifecycle including procurement of raw material / service, manufacturing of product or delivery of service, transportation of raw materials and finished goods, and disposal by consumers to improve the quality of life and people.

➤ **Product Responsibility**

1. Company through its policy on product responsibility tries to ensure that environmental protection by minimizing pollution, waste and conservation of scarce natural resources. For this, wherever possible, innovative reuse and recycle methods will be used;

2. Company has also identified all risks and hazards associated with its products and services and have placed appropriate control measures to reduce the risks to minimum level.

➤ **Life Cycle Sustainability**

1. The Company strives to work towards safe and optimal resource use over the entire life cycle of its products and services including recycling of resources wherever possible ;

2. To ensure that all goods and services are procured, manufactured and delivered through a proper system.

3. To work towards building capacity of all the value chain partners namely the third party manufacturers, service providers including transporters and suppliers of significant raw materials are sensitised and empowered to fulfill their roles and responsibilities towards sustainability;

### **Principle – 3**

#### **To promote well-being of all employees:**

##### ➤ **Employee Well being**

1. Solar believes that employees are the core strength of the Company. The company believes in giving its employees ample opportunities to perform as employee well-being is imperative to achieve a profitable growth.
2. The company shall strive to instill a sense of duty in every employee including those of service providers at the Company's premises, towards their personal safety, as well as that of their co-workers.
3. The company provides equal opportunity to all employees starting from their recruitment irrespective of their caste, creed, gender, race, religion, and language. The company shall respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance Redressal mechanisms as given in its *Policy on Employees Well-being*.

##### ➤ **Employee Health, Safety.**

4. Since our employee deal with explosives therefore the Company ensures highest standard of safety. The Company functions as per its *Policy on Health, Safety*.

##### ➤ **Sexual Harassment**

5. The Company has framed *Policy on prevention of sexual harassment at workplace* to ensure that the employees especially female employees do not suffer harassment and create the environment where they feel safe and secure in discharging their responsibilities.

### **Principle – 4**

#### **To respect the interest of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized**

1. The Company's internal stakeholders include employees, promoters. The external stakeholders include suppliers, customers, business associates, investors, regulatory agencies and local communities around its sites of operations.

2. The Company has continuous engagement with its various stakeholders to understand their concerns and assess their requirements and respond to their needs in an effective manner.
3. The company and its employees shall provide value based services to all the stakeholders.
4. The Company endeavors to take several initiatives to engage with and ensure sustainable development of the marginalised groups in the local communities around its sites of operations.
5. The Company is committed to enhance stakeholders' value including disadvantaged, vulnerable and marginalized stakeholders through its *Policy on Stakeholders Engagement*.

#### **Principle – 5**

##### **To respect and promote human rights**

1. The Company respects and upholds fundamental human rights in line with the legitimate role of business. Our approach includes adherence to corporate business policies and compliance with applicable laws.
2. The company's commitment to human rights and fair treatment is set in its *Policy on Human Rights*. The Policy provides to conduct the operations with honesty, integrity and openness with respect for human rights and interests of employees.

#### **Principle – 6**

##### **To Preserve Environment**

The Company places highest corporate priority in ensuring and adhering to best procedures relating to environment protection. Solar sets high standards in the area of environmental responsibility — striving for performance that does not merely comply with regulations but reduces environmental impacts. Company believes that it has a responsibility to take care of the planet and preserve its beauty, resources and strength for future generations.

The management of the company is firmly committed to provide totally safe and healthy working atmosphere for all employees. The Management strives to create a clean, unpolluted environment in the factory as well as the surrounding area in line with its clean environment plan.

## **Principle – 7**

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

The Company interacts with Government/ Regulatory Authorities on public policy frameworks.

1. The Company while pursuing advocacy policy, ensures that their advocacy positions are consistent with the principles and core elements contained in this policy enhancing business responsibility and transparency.
2. To the extent possible, the Company utilizes the trade and industry chambers and associations and other such collective platforms to undertake such advocacy policy.
3. To use Company's *Policy on Responsible Advocacy* as a guide for its actions in influencing public and regulatory policy.

## **Principle – 8**

### **Businesses should support inclusive growth and equitable development**

1. The Company has always believed to ensure protection of interests of all stakeholders of the Company in balance with healthy growth of the Company. 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.
2. The company makes 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.
3. The Company through its *CSR Policy* shall undertake CSR Activities in accordance with Schedule VII of the Companies Act, 2013

## **Principle – 9**

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

Solar is a consumer centric company and the foundation of the company is based on the trust, satisfaction and loyalty of our consumers across the world. Solar's products are the result of understanding consumers' unmet needs, through path breaking technology by combining generations of practical experience with a continuous flow of new knowledge.

Company has a well-developed Quality Management System (QMS) which improve the company's ability to fulfill its duties & commitment and meets the need and expectation of its customers and interested parties.

Company strives to provide best to its clientele. In order to have a direct communication with its customers company has a practice of taking feedback from its customers regularly.

Your Company is cognizant of its responsibility towards the society and environment and has consistently shaped its business strategy to create value through products and services providing sustainable benefits.

**Manish Nuwal**  
**Managing Director &**  
**Chief Executive Officer**