



## KIRLOSKAR BROTHERS LIMITED

A Kirloskar Group Company

Enriching Lives

### KIRLOSKAR BROTHERS LIMITED

#### BRR POLICY-1: ETHICS, TRANSPARENCY AND ACCOUNTABILITY

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015]

##### 1. Philosophy:

Kirloskar Brothers Limited (KBL) believe that Ethics start with core Business values. These values are the foundation of KBL and shall be responsible for its success, growth and widespread reputation in the years to come. At KBL, it is firmly believed that for a successful and sustainable business, a strong foundation of ethical corporate citizenship and establishment of good corporate culture is essential. KBL is committed to operate its business ethically in a manner such that all stakeholders i.e. investors, creditors, distributors, customers, employees, and even competitors, the governments and society at large, dealt within a fair manner. It has always believed in adhering to the best governance practices to ensure protection of interests of all stakeholders of the Company in tandem with healthy growth of the Company. The core value of KBL's ethical policy and practices are compliance, business conduct, relationship and enforcement. KBL take a 'zero tolerance' approach to bribery and corruption and are committed to act professionally, fairly and with integrity in all the business dealings and relationships, wherever it operate.

##### 2. Scope of application: .

This policy is applicable to all the business divisions of the KBL (hereinafter referred as "the company") and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs and other entities which are directly dealing with KBL either in the business operations or in its CSR activities.

##### 3. Policy:

- i. The company shall develop governance structures, procedures and practices that ensure ethical conduct at all levels of organisation.
- ii. The company shall assure appropriate access to information about its decisions that impact relevant stakeholders.
- iii. The company shall not engage in practices that are abusive, corrupt, or anti-competition.
- iv. The company shall truthfully discharge its responsibility on making financial and other mandatory disclosures timely.
- v. Every employee of the company shall abide by the values and the commitment to ethical business practices reflected in the company's Code of Ethics and HR policies.
- vi. The company shall ensure that genuine concerns of misconduct/ unlawful conduct can be reported in a responsible and confidential manner through its Vigil Mechanism.
- vii. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.



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### 4. Measurement of Ethical behavior:

KBL believes that the ethical behavior of the company is predicted by the ethical behaviour of its directors, managers and employees towards its stakeholders i.e. investors, creditors, distributors, customers, government and society at large. The measurement of ethical behaviour revolves around following:

- i. Fairness to all stakeholders,
- ii. Transparency in all business dealings;
- iii. Raising that trust and confidence of stakeholders in the way the company operates;
- iv. Understanding and discharging societal responsibility;
- v. Long term thinking;
- vi. Overcoming from greed, insecurity, and lack of confidence.
- vii. Following every law of the land.

### 5. General obligations:

KBL expects from its all stakeholders to;

- I. Contribute to society and human well-being;
- II. To conduct business with honesty and integrity;
- III. Avoid harms to others;
- IV. Be honest and trustworthy;
- V. Be fair and take action without discrimination;
- VI. Practice integrity in inter-personal relationships;
- VII. Honour confidentiality;
- VIII. Consumer focus;
- IX. Teamwork;
- X. Innovation;
- XI. Integrity;
- XII. Know and respect existing laws;
- XIII. Deal with media tactfully;
- XIV. Be upright and avoid undue inducements;
- XV. Observe corporate Discipline;
- XVI. Conduct yourself in a manner that reflects credit to the company;
- XVII. Be accountable to company's stakeholders;
- XVIII. Identify, mitigate and manage business risks;
- XIX. Protect company's properties;

### 6. Implementation:

- i. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet.
- ii. The HR Head, through the Functional Heads of the Departments/ Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- iii. Compliance with the Policy shall be monitored and evaluated by the HR Head and the Company Secretary on a regular basis.



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- iv. Any grievances/ complaints with respect to violation of the policy shall be reported to the Ethics Committee Counsellor of the Company.
- v. As per the Code of Ethics of the Company the Counsellor shall initiate appropriate action against the wrongdoer.

### 7. General:

- i. In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to the Company Secretary.
- ii. Company secretary in consultation with the Managing Director and / or Head HR shall clarify the doubt and communicate the same to the respective person. In case, clarification or doubt is subject matter of policy then, Company Secretary shall refer the matter to the Board of Directors for their direction. On receipt of direction/ clarification , Company Secretary shall communicate the same to the respective person / division.

### 8. Modification / Amendment in the Policy:

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

For **Kirloskar Brothers Limited**

**Sanjay C. Kirloskar**  
**Chairman & Managing Director**

March 19, 2020



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### KIRLOSKAR BROTHERS LIMITED

#### BRR POLICY - 2: PRODUCT LIFE CYCLE SUSTAINABILITY

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015)

##### 1. Philosophy:

Kirloskar Brothers Limited (KBL) believes that Sustainable Development meets the needs of the present, without compromising the ability of future generations to meet their own needs. KBL endeavors to develop 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. KBL believes that sustainable development calls for concerted efforts towards building an inclusive, sustainable and resilient future for people and planet. In order to achieve sustainable development, KBL believes that economic growth, social inclusion and environmental protection must be harmonized. It is the endeavour of KBL to introduce the process of change in which the exploitation of resources, the direction of investments, the orientation of technological development and institutional change remain in harmony and enhance both current and future potential to meet the human needs and aspirations. Keeping in view the above, KBL endeavours to provide goods and services that are safe and contribute to sustainability throughout their life cycle.

##### 2. Scope:

This policy is applicable to all the business divisions of the KBL and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs and other entities which are directly dealing with the company either in the business operations or in its CSR activities.

##### 3. Policy:

1. KBL shall work towards building capacity such that 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 fulfil their roles and responsibilities towards sustainability.
2. KBL shall raise the consumer's awareness of their rights through education, product labelling, appropriate and helpful marketing communication, full details of contents and composition as per the applicable laws and promotion of safe usage and disposal of their products and services.
3. In designing the products, KBL shall ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable. Business should regularly review upon its process of new technology, development, deployment and commercialization, incorporating social, ethical and environmental considerations.



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4. KBL shall work towards ensuring that all goods and services are procured, manufactured and delivered embedding the principles of labour practices, human rights, ethics, occupational health, safety and environment as may be defined in KBL's various codes and policies.
5. KBL shall continue to recognise and respect the rights of people who may be owners of traditional knowledge, and other forms of intellectual property, wherever relevant.
6. KBL shall work towards sourcing significant raw materials, products and services in a manner so as to continuously improve the balance between social, economic and environmental impacts.
7. KBL shall continue to progressively factor in relevant social and environmental considerations during the process of development of products / services.
8. KBL shall work towards safe and optimal resource use over the lifecycle of its products and services, including recycling of resources wherever possible.
9. KBL shall work with supply chain members that comply with applicable laws and regulations related to labour practices, human rights, bribery & corruption, occupational health, safety and environment.
10. KBL shall encourage resource efficiency in the supply chain and shall guide supply chain members towards becoming more sustainable.
11. KBL shall encourage its business partners and third parties with whom it conducts business to abide by this policy.

#### **4. Fundamental Principle of Sustainable Development:**

The United Nations Conference on Environment and Development (UNCED) had laid the following principles on sustainable development. KBL endeavors to adhere these principles as a good corporate citizen during its business operations;

(a) **Principle of Inter-generational equity:** KBL endeavors to protect the natural resources for future generation.

(b) **Principle of Sustainable Use:** KBL endeavors to use the natural resources in a prudent manner without or with minimum tolerable impact on nature.

(c) **Principle of equitable use inter-generational equity:** KBL endeavors to use the natural resources but at the same time would take into account its impact on other stakeholders.

(d) **Principle of Integration:** KBL would take all possible actions, while using the natural resources, to take care of environmental aspects and impact of socio-economic activities in such a manner that prudent use of natural resources is ensured. KBL believes that environmental protection does not preclude economic development and that economic development must be ecologically viable now and in the long run. Therefore, it is firm belief of KBL that sustainability encompasses ideas and values that inspire people to become custodian of the environment without compromising economic growth.



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As a good corporate citizen, KBL endeavors to focus on absolute value creation for the society, ethical corporate practices, environmental protection, equitable business practices, corporate social responsibility, innovation of new technology / process / system to achieve eco-efficiency, creating market for all and compliance of applicable laws.

### 5. Implementation:

The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet. The HR head, through the other Functional Heads of the Departments/ Unit of the Company shall be responsible for ensuring that the policy is implemented throughout the Company. Compliance with the Policy shall be monitored and evaluated by the HR head / Company Secretary on a regular basis. Any grievances/ complaints with respect to violation of the policy shall be reported to the Company Secretary, who shall report the non-compliance of code to the Board of Directors or duly constituted committee of the Board. The Board / Committee shall take appropriate action against the wrongdoer.

### 6. General:

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to the HR Head /Company Secretary. HR Head / Company secretary in consultation with the Board of Directors / Committee of the Board of Directors shall clarify the doubt and communicate the same to the respective person. In case, clarification or doubt is subject matter of policy then, Company Secretary shall refer the matter to the Board of Directors for their direction. On receipt of direction/ clarification, Company Secretary shall communicate the same to the concerned.

### 7. Modification / Amendment in the Policy:

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

For Kirloskar Brothers Limited

**Sanjay C. Kirloskar**  
**Chairman & Managing Director**

March 19, 2020



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### KIRLOSKAR BROTHERS LIMITED BRR POLICY - 3: EMPLOYEE WELL BEING

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015]

#### 1. Philosophy:

Kirloskar Brothers Limited (KBL) endeavors to ensure the well-being of all its employees. At KBL, the safety, health and work life balance of employees are extremely important. The Company believes in giving its employees ample opportunities so that they shall be motivated, result oriented and committed to achieve excellence in their domain. KBL endeavors to provide work environment in which all individuals are treated with mutual respect and dignity.

**2. Scope:** This policy is applicable to all the business divisions of KBL.

#### 3. Policy:

- 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 form of involuntary labour, paid or unpaid. Further, the company shall ensure that no person below the age of eighteen years is employed in the workplace.
- IV. The Company shall take cognizance of work life balance of its employees especially that of women.
- V. The Company is committed to provide facilities for the wellbeing of its employees including those with special needs.
- VI. The Company is committed to provide a workplace environment that is safe, hygienic humane and which upholds the dignity of the employees. Further, company shall communicate this provision to their employees and train them on regular basis. The company shall ensure timely payment of fair living wages to meet basic needs and economic security of the employees.
- VII. 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.
- VIII. The Company shall create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.



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### 4. Implementation:

The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet. The Head the Human Resource Department along with Functional Heads of the Departments/ Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company. Compliance with the Policy shall be monitored and evaluated by the Head of Human Resource Department on a regular basis and he shall submit his report to the Company Secretary for placing the same to the Board of Directors. Any grievances/ complaints with respect to violation of the policy shall be reported to the Company Secretary. Company Secretary shall report the non-compliance of the policy to the Board of Directors or duly constituted committee of the Board. The Board / Committee shall take appropriate action against the wrongdoer.

### 5. General:

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to the Head of Human Resource Department and / or Company Secretary. Head of Human Resource Department and / or Company secretary in consultation with the Managing Director shall clarify the doubt and communicate the same the respective person. In case, clarification or doubt is subject matter of policy then, Company Secretary shall refer the matter to the Board of Directors for their direction. On receipt of direction/ clarification, Company Secretary shall communicate the same to the respective person / division.

### 6. Modification / Amendment in the Policy:

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

For Kirloskar Brothers Limited

**Sanjay C. Kirloskar**  
Chairman & Managing Director

March 19, 2020





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### KIRLOSKAR BROTHERS LIMITED BRR POLICY - 4: POLICY ON STAKEHOLDERS ENGAGEMENT [Regulation 34(2) (f) of SEBI Listing Regulations, 2015]

#### 1. Philosophy:

Kirloskar Brothers Limited (KBL) believe in the principle that the interest of all stakeholders must be protected and at the same time, the Company must be responsive towards them, especially those who are disadvantaged, vulnerable and marginalized. KBL believes that stakeholder engagement leads to increased transparency, responsiveness, compliance, organizational learning, quality management, accountability and sustainability.

**2. Scope:** This policy is applicable to all the business divisions of the KBL.

#### 3. Policy:

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

#### 4. Implementation:

The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet. The Marketing Head through the Functional Heads of the Departments/ Unit heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company. Compliance with the Policy shall be monitored and evaluated by the Company Secretary on a regular basis on the basis of reports given by the Marketing Head. Any grievances/ complaints with respect to violation of the policy shall be reported to the Company Secretary. Stakeholders Relationship Committee constituted by the Board of Directors, under Section 178(5) of the Companies Act, 2013, shall consider and resolve the grievances of the stakeholders. Company Secretary shall report the non-compliance of the policy to Stakeholders Relationship Committee and appropriate action against the wrongdoers shall be initiated.

#### 5. General:

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to the Company Secretary. The Company secretary in consultation with the Marketing Head, shall clarify the doubt and communicate the same to the respective person. In case, clarification or doubt is subject matter of policy then, Company Secretary shall refer the matter to the Stakeholders Relationship Committee for its direction. On receipt of direction/ clarification, Company Secretary shall communicate the same to the respective person / division.



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### 6. Modification / Amendment in the Policy:

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

For Kirloskar Brothers Limited

**Sanjay C. Kirloskar**  
Chairman & Managing Director

March 19, 2020



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### KIRLOSKAR BROTHERS LIMITED BRR POLICY - 5: POLICY ON HUMAN RIGHTS

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015]

#### 1. Philosophy:

Kirloskar Brothers Limited (KBL) respects and promotes human rights for all individuals. It is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by business activities before or if they occur through human rights due diligence and mitigation processes. KBL recognizes its impact on the communities in which it operates. KBL is committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

**2. Scope:** This policy is applicable to all the business divisions of the KBL.

#### 3. Policy:

- I. The Company should understand the Human Right concept of the Constitution of India, National Laws, Policies and the contents of International Bill on Human rights. Human Rights are inherent, universal and indivisible and independent in nature.
- II. 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.
- III. 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.
- IV. The Company shall, within its sphere of influence, promote the awareness and realization of human rights across their value chain.
- V. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy and shall not compromise with the human rights.



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### 4. Implementation:

The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet. The Head HR, along with Functional Heads of the Departments/ Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company. Compliance with the Policy shall be monitored and the Head HR shall report to the Company Secretary in case of any violation. The Company Secretary shall report the non-compliance of the policy to the Board of Directors or duly constituted committee of the Board. The Board / Committee shall take appropriate action against the wrongdoer.

### 5. General:

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to the Company Secretary. The Company secretary in consultation with the Head HR, shall clarify the doubt and communicate the same to the respective person. In case, clarification or doubt is subject matter of policy then, Company Secretary shall refer the matter to the Board of Directors for their direction. On receipt of direction/ clarification, Company Secretary shall communicate the same to the respective person / division.

### 6. Modification / Amendment in the Policy:

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

For Kirloskar Brothers Limited

**Sanjay C. Kirloskar**  
Chairman & Managing Director

March 19, 2020



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## KIRLOSKAR BROTHERS LIMITED

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### KIRLOSKAR BROTHERS LIMITED BRR POLICY - 6: PRESERVATION OF ENVIRONMENT

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015]

#### 1. Philosophy:

Kirloskar Brothers Limited (KBL) is committed to adopt business practices that creates long term stakeholders' value by implementing opportunities and managing risks arising from economic, environmental and social developments. KBL places highest corporate priority in ensuring and adhering to best procedures relating to environment protection. It is committed to respect, protect, and make efforts to restore the environment. KBL is focussed for performance that does not merely comply with regulations but reduces environmental impacts. KBL believes that it has a responsibility to take care of the planet and preserve its beauty, resources and strength for future generations.

#### 2. Scope:

This policy is applicable to all the business divisions of the KBL and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGO and other entities which are directly dealing with the company either in the business operations or in its CSR activities.

#### 3. Policy:

(i) The Company shall utilize natural and man-made 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. KBL shall assess the environmental damage and bear the cost of pollution abatement with due regard to public interest.

(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 and contingency plans and processes that shall help it in preventing, mitigating and controlling environmental damages and disasters caused due to its operations or that of a member of its value chain.



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(vi) The Company shall strive to report its environmental performance, including the assessment of potential environmental risks associated with its operations, to the stakeholders in a fair and transparent manner.

(vii) The Company shall proactively persuade and support its value chain to adopt these principles.

### 4. Implementation:

The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet. The Head Quality, through the Functional Heads of the

Company shall be responsible for ensuring that the policy is implemented throughout the Company. Compliance with the Policy shall be monitored and evaluated by the

Company Secretary on a regular basis on the basis of the reporting by the Head Quality. Any grievances/ complaints with respect to violation of the policy shall be reported to the Company Secretary. The Company Secretary shall report the non-compliance of the policy to the Board of Directors or duly constituted committee of the Board for this purpose.

### 5. General:

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to the Company Secretary. The Company secretary in consultation with the Head Quality, shall clarify the doubt and communicate the same to the respective person. In case, clarification or doubt is subject matter of policy then, Company Secretary shall refer the matter to the Board of Directors for their direction. On receipt of direction/ clarification, Company Secretary shall communicate the same to the respective person / division.

### 6. Modification / Amendment in the Policy:

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

For Kirloskar Brothers Limited

**Sanjay C. Kirloskar**  
Chairman & Managing Director

March 19, 2020



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### KIRLOSKAR BROTHERS LIMITED BRR POLICY - 7: RESPONSIBLE ADVOCACY

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015]

#### 1. Philosophy:

Kirloskar Brothers Limited (KBL) understands that it operates in diversified sectors which require consistent, balance and transparent interactions with various regulatory authorities and social organisations. KBL believes that the engagement with the relevant authorities is guided by the values of commitment, integrity, transparency and the need to balance interest of diverse stakeholders. KBL engages with industry bodies and associations in a responsible manner.

#### 2. Scope:

This policy is applicable to all the business divisions of KBL.

#### 3. Policy:

- i. The Company shall work with industrial organisations such as Chamber of, Commerce & Industry, FICCI, The Associated Chambers of Commerce & Industry of India (ASSOCHAM), Indian Pump Manufacturer Association, etc., which are engaged in policy advocacy in a responsible manner;
- ii. The Company shall ensure that advocacy position remains consistent with its values and philosophy as narrated in its Code of Ethics;
- iii. The Company shall ensure that policy advocacy is conducted ethically.

#### 4. Implementation:

The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet. The Head HR / Ethics Counsellor of the Company through the Functional Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company. The Compliance with the Policy shall be monitored and evaluated by the Company Secretary on a regular basis on the basis or periodic reports by the Head HR. Any grievances/ complaints with respect to violation of the policy shall be reported to the Company Secretary. The Company Secretary shall report the non-compliance of the Policy to the Board of Directors or duly constituted committee of the Board in this regard.

#### 5. General:

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to the Head HR / Ethics Counsellor. Company secretary in consultation with the Head HR / Counsellor, shall clarify the doubt and communicate the same to the respective person.



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In case, clarification or doubt is subject matter of policy then, Company Secretary shall refer the matter to the Board of Directors for their direction. On receipt of direction/ clarification, Company Secretary shall communicate the same to the respective person / division.

### **6. Modification / Amendment in the Policy:**

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

For Kirloskar Brothers Limited

**Sanjay C. Kirloskar**  
**Chairman & Managing Director**

March 19, 2020





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### KIRLOSKAR BROTHERS LIMITED BRR POLICY - 8: Inclusive Growth & Equitable Development [Regulation 34(2) (f) of SEBI Listing Regulations, 2015]

#### 1. Philosophy:

Kirloskar Brothers Limited (KBL) believes that the sustainable development calls for concerted efforts towards building an inclusive, sustainable and resilient future for people and planet. In order to achieve inclusive growth and equitable development, KBL believe that economic growth, social inclusion and environment protection must be harmonised. KBL is committed to ensure protection of interest of all stakeholders. In order to achieve inclusive growth and equitable development, KBL through its various CSR projects undertaken by it or through its partner "Vikas Charitable Trust" contributes to inclusive and equitable growth through these projects in accordance with Schedule VII of the Companies Act, 2013.

#### 2. Scope:

This policy is applicable to all the business divisions of the KBL.

#### 3. Policy:

- i. The Company endeavours to take appropriate actions for understanding the impact of its business operations on social and economic development and shall respond through suitable actions to minimise the negative impact, if any.
- ii. The Company shall innovate and invest in products, technologies and processes that promote the well-being of society.
- iii. The Company shall make efforts to complement and support the development priorities at local and national levels and ensure to support appropriate resettlement and rehabilitation of communities who have been displaced owing to their business operations, if any.
- iv. The Company shall undertake its CSR activities as per the recommendation of the CSR Committee and in accordance with CSR policy. Further, the Company shall ensure that the CSR policy be kept updated in line with the requirement of Section 135 read with Schedule VII of the Companies Act, 2013.
- v. The Company to ensure in case it operates in a region which is underdeveloped the business should be sensitive to local concern.



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### 4. Implementation:

The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet. Compliance with the Policy shall be monitored and evaluated by the Company Secretary on a regular basis. Any grievances/ complaints with respect to violation of the policy shall be reported to the Company Secretary. Company Secretary shall report the non-compliance of the policy to the Board of Directors or duly constituted committee of the Board for this purpose.

### 5. General:

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to the Company Secretary. The Company secretary in consultation with the Head HR, shall clarify the doubt and communicate the same to the respective person. In case, clarification or doubt is subject matter of policy then, Company Secretary shall refer the matter to the Board of Directors for their direction. On receipt of direction/ clarification, Company Secretary shall communicate the same to the respective person / division.

### 6. Modification / Amendment in the Policy:

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

For Kirloskar Brothers Limited

**Sanjay C. Kirloskar**  
Chairman & Managing Director

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## KIRLOSKAR BROTHERS LIMITED

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### KIRLOSKAR BROTHERS LIMITED

#### BRR POLICY - 9: Customer Value

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015]

#### 1. Philosophy:

Kirloskar Brothers Limited (KBL) believes that for a successful business, a consistent efforts are essential to engage with and provide value to their customers and consumers in a responsible manner. KBL is committed to engage with and provide value to their customers and consumers in a responsible manner.

#### 2. Scope:

This policy is applicable to all the business divisions of the KBL.

#### 3. Policy:

- i. The Company shall take into account the overall well-being of the customers and that of society while serving the needs of its customers.
- ii. The Company shall ensure that it does not restrict the freedom of choice and free competition in any manner while designing, promoting and selling its products.
- iii. The Company shall disclose all information truthfully and factually as per applicable laws through labelling and other means, including the risks to the individual, 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. Further, wherever required, the Company shall educate its customers on the safe and responsible usage of its products and services.
- iv. The Company shall promote and advertise its products in a way that do not mislead or confuse the consumers or violate any of the principles in these Guidelines.
- v. The Company shall exercise due care and caution while providing goods and services that may result in over exploitation of natural resources or lead to excessive conspicuous consumption.
- vi. The Company shall provide an adequate consumer feedback mechanism to address consumer concerns /grievances and feedback.

#### 4. Implementation:

The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet. The Head CSS of the Company shall be responsible for ensuring that the policy is implemented throughout the Company. Compliance with the Policy shall be monitored and evaluated by the Head CSS and shall submit his report to the Company Secretary on a regular basis.



## KIRLOSKAR BROTHERS LIMITED

A Kirloskar Group Company

Enriching Lives

Any grievances/ complaints with respect to violation of the policy shall be reported to the Company Secretary. The Company Secretary shall report the non-compliance of the policy to the Board of Directors or duly constituted committee of the Board in this regard.

### 5. General:

In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, a reference to be made to the Company Secretary. The Company secretary in consultation with the Head CSS, shall clarify the doubt and communicate the same to the respective person. In case, clarification or doubt is subject matter of policy then, Company

Secretary shall refer the matter to the Board of Directors for their direction. On receipt of direction/ clarification, Company Secretary shall communicate the same to the respective person / division.

### 6. Modification / Amendment in the Policy:

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

For Kirloskar Brothers Limited

**Sanjay C. Kirloskar**  
**Chairman & Managing Director**

March 19, 2020