



## KIRLOSKAR BROTHERS LIMITED

A Kirloskar Group Company

Enriching Lives

### POLICY ON INCLUSIVE GROWTH & EQUITABLE DEVELOPMENT

#### 1. Philosophy:

Kirloskar Brothers Limited (KBL) believes that the sustainable development calls for concerted efforts towards building an inclusive, and resilient future for people and planet. In order to do so, economic growth, social inclusion, and environment protection must be harmonised. KBL is committed to ensure protection of interest of all stakeholders through promotion of local entrepreneurship, sharing of traditional knowledge in a fair and transparent manner and by undertaking various CSR projects individually or through its partner "Vikas Charitable Trust" to contribute to inclusive and equitable growth of all stakeholders.

#### 2. Scope:

This policy is applicable to all the business divisions of 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 its business operations or CSR activities.

#### 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 makes special efforts to help and uplift underserved and unprivileged groups of society. Among the stakeholders, Company recognizes the problems of women, differently abled, and vulnerable and disadvantaged groups and makes extra efforts to address their issues through CSR activities. Our CSR activities focus on the areas like Education, Health & Hygiene, Environment, Disaster Management and Rural Development.
- V. 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.
- VI. 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. Implementation:

- I. The policy shall be appropriately communicated to relevant stakeholders.
- II. CMD and the CHRM&C 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 CMD & the CHRM&C Head on a regular basis.
- IV. Any grievances/ complaints with respect to violation of the policy shall be reported to the Sustainability Committee, which shall take appropriate action against the wrongdoer.
- V. Non-compliance to the policy shall be communicated to Company Secretary, who shall report it to the Board of Directors or duly constituted committee of the Board.

### 5. General:

In case of any doubt about any provision of the policy and in respect of matters not covered herein, a reference to be made to the CHRM&C Head. CHRM&C Head in consultation with Sustainability Committee 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 01, 2023