

**GHCL LIMITED****BRR POLICY – 8: Inclusive Growth & Equitable Development**

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

1. Philosophy:

GHCL Limited believe 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, GHCL Limited believe that economic growth, social inclusion and environment protection must be harmonised.

GHCL Limited is committed to ensure protection of interest of all stakeholders. In order to achieve inclusive growth and equitable development, GHCL Limited through its GHCL Foundation do various CSR projects in accordance with Schedule VII of the Companies Act, 2013.

2. Scope:

This policy is applicable to all the business divisions of the GHCL Limited.

3. Policy:

- i. GHCL Limited endeavour 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. GHCL Limited shall innovate and invest in products, technologies and processes that promote the well-being of society.
- iii. GHCL Limited shall make efforts to complement and support the development priorities at local and national levels and ensure appropriate resettlement and rehabilitation of communities who have been displaced owing to their business operations.
- iv. GHCL Limited shall undertake its CSR activities as per the recommendation of the CSR Committee and in accordance with CSR policy. Further, the GHCL Limited 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.

4. 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 Managing Director, through the CSR Committee of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.

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- iii. Compliance with the Policy shall be monitored and evaluated by the Company Secretary on a regular basis.
- iv. Any grievances/ complaints with respect to violation of the policy shall be reported to the Company Secretary.
- v. Company Secretary shall report the non-compliance of the policy to the Board of Directors or duly constituted committee of the Board.

5. 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 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 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.

