

PRISM JOHNSON LIMITED

CIN: L26942TG1992PLC014033

Registered Office: 305, Laxmi Niwas Apartments, Ameerpet, Hyderabad – 500 016.
Corporate Office: “Rahejas”, Main Avenue, V. P. Road, Santacruz (West), Mumbai – 400 054.

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BUSINESS RESPONSIBILITY & SUSTAINABILITY POLICY

PURPOSE

To establish a comprehensive framework for conducting business responsibly, integrating environmental, social and governance (ESG) considerations into Prism Johnson Limited's operations, in alignment with the nine principles of the National Guidelines on Responsible Business Conduct (NGBRC).

SCOPE

This policy applies to the operations of Prism Johnson Limited.

GUIDING PRINCIPLES

Principle 1: Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable.

- Establish and enforce a Code of Conduct applicable to employees, senior management and Board of Directors.
- Promote transparency in all financial and operational dealings.
- Ensure accountability through regular reporting and stakeholder engagement.

Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their lifecycle.

- Strive to manufacture products using processes which cause minimal environmental and social impact.
- Use environment-friendly and recycled raw materials, where feasible.
- Promote circular economy practices, including recycling and waste reduction.

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

- Ensure fair wages and take actions to ensure health and safety for all employees and contractors working at the Company's premises.
- Promote diversity, equity and inclusion in the workplace.
- Provide opportunities for employee skill development and career growth.

Principle 4: Businesses should respect the interests of and be responsive to all stakeholders.

- Identify and engage with stakeholders, including local communities, suppliers, and customers on a periodic basis.
- Address stakeholder concerns, if any, promptly and inclusively.
- Collaborate with communities on sustainable development initiatives.

Principle 5: Businesses should respect and promote human rights.

- Uphold internationally accepted human rights standards across operations.
- Prohibit any form of forced labour, child labour or discrimination at workplace.
- Encourage suppliers to adhere to human rights principles.

Principle 6: Businesses should respect and make efforts to protect and restore the environment.

- Strive to minimise greenhouse gas emissions and energy consumption.
- Transition to renewable energy and sustainable production processes to the extent feasible.
- Implement systems for water conservation, waste management and biodiversity protection.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a responsible manner.

- Advocate for policies that promote sustainability and responsible business practices.
- Partner with industry groups to advance sustainability goals.

Principle 8: Businesses should support inclusive growth and equitable development.

- Invest in community development projects, including education, healthcare and infrastructure.
- Create opportunities for local suppliers, including those owned by women and vulnerable groups.
- Support initiatives that enhance local employment and skill development.

Principle 9: Businesses should engage with and provide value to their customers responsibly.

- Deliver high-quality, safe and sustainable products.
- Increase awareness on sustainable products usage and disposal.
- Address customer feedback transparently and strive to improve customer experience.

IMPLEMENTATION AND MONITORING

Governance: The Executive Committee of the Company is responsible to oversee the policy's implementation.

KPIs: The Company has developed key performance indicators for each of the nine principles and will track performance on an ongoing basis to measure compliance.

Training: Conduct regular training sessions for employees on various aspects of ESG.

Reporting: Publish an annual Business Responsibility & Sustainability Report (BRSR) to communicate progress and challenges.

Policy Revision: Continue to review and update the BRSR policy to ensure that it remains relevant and effective.