

Business Responsibility and Sustainability Policy

Objective and Scope

In line with the requirements of the Securities and Exchange Board of India (SEBI) for the Business Responsibility and Sustainability Report (BRSR), Speciality Restaurants Limited (SRL) has developed the Business Responsibility and Sustainability Policy (BRS Policy). The policy is based on the nine principles outlined in the National Guidelines on Responsible Business Conduct (NGRBC) by the Ministry of Corporate Affairs (MCA).

The objective of this policy is to ensure that all business activities of SRL align with the core requirements of each NGRBC principle. This policy also provides a comprehensive framework to strengthen SRL's commitment to business responsibility and sustainability.

Principle 1: Integrity, Ethics, Transparency & Accountability

Philosophy: At SRL, we believe in maintaining a corporate culture of integrity and ethical conduct. We prioritize transparency and accountability in all aspects of our operations to protect the interests of all our stakeholders.

- Establish governance structure and policies that promote ethical conduct throughout the company.
- Provide transparent access to information for stakeholders regarding policies, performance, and decisions that impact them.
- Comply with all statutory obligations and avoid abusive, corrupt, or anti-competitive practices.
- Address conflicts of interest through robust processes and guidelines.
- Make timely payment of statutory taxes and adhere to relevant laws.
- Ensure truthful and timely financial and other mandatory disclosures.
- Require all employees to adhere to our Code of Conduct, reflecting our commitment to ethical business practices.
- Establish a responsible and confidential reporting mechanism (Vigil Mechanism) for reporting instances of misconduct or unlawful conduct.

Principle 2: Product Responsibility and Sustainability

SRL places the highest priority on safety throughout the value chain, from sourcing ingredients to end consumption. We prioritize stringent quality controls, rigorous safety standards, and transparent and sustainable processes to provide our customers with confidence and experience.

- We prioritize the safety and well-being of our customers through sustainable and responsible sourcing practices
- We comply with all relevant food safety regulations and standards, we consistently monitor and report on our adherence, providing transparency and comfort to our stakeholders.
- We are committed to adopting sustainable and eco-friendly practices, such as reducing food waste, promoting local sourcing, and utilizing renewable packaging materials, to minimize our environmental footprint.
- Our responsible communication aim to educate and empower consumers about the nutritional value, ingredients, and potential allergens of our products, enabling them to make informed choices.
- Collaborating with our value chain partners, we actively engage in raising awareness about social and environmental issues related to food production, advocating for ethical and fair trade practices.
- By encouraging responsible consumption habits and promoting recycling initiatives, we strive to foster a circular economy and minimize the impact of packaging waste on the environment.

Principle 3: Employee Wellbeing

We value our employees as the foundation of our success. We prioritize their satisfaction, empowerment, and engagement as their dedication directly enhances the customer experience in our business. We are committed to building a conducive working environment, further instilling trust and satisfaction amongst our employees and business partner alike.

- We have a robust governance system in place to ensure compliance with policies and laws, promoting open communication and resolving grievances effectively.
- We provide equal opportunities to all employees, following a transparent recruitment process that values qualifications and competencies, free from discrimination on race, religion, caste, gender, age, colour, marital status, disability, political and religious beliefs, and sexual orientation.
- Our commitment to fairness extends to compensation, benefits, and training, ensuring no discrimination based on personal characteristics throughout an employee's tenure.
- We prioritize continuous training and skill development programs for all employees, enhancing their employability and preparing them for the future.

- We have a zero-tolerance policy for sexual harassment, strictly prohibiting any form of inappropriate conduct or behaviour.
- We strive to provide our employees with a favourable work-life balance, supporting their well-being and overall satisfaction.
- We maintain compliance with health and safety regulations, while fostering an inclusive and accessible work environment that respects the dignity of all employees.
- We ensure timely and fair payment of legally mandated minimum wages to all workers, including contractual and casual labour, without discrimination.
- We strictly prohibit the use of child labour, forced labour, or any form of involuntary or unpaid labour within our organization and work towards ensuring our value chain partners uphold the same standards.

Principle 4: Stakeholder Engagement

SPL values its key stakeholders including employees, business partners, shareholders, regulators, customers, and communities. The Company is dedicated to building strong relationships with stakeholders through understanding, trust, and responsiveness, fostering sustainable and inclusive development.

- The Company will actively engage with stakeholders in a transparent and systematic manner, safeguarding their interests.
- The Company will listen to and understand the concerns and expectations of all stakeholders, including marginalized communities, and establish effective channels of communication.
- The Company will transparently disclose its policies, decisions, products, and operations on stakeholders and the environment.
- The Company will ensure fair distribution of benefits among stakeholders and resolve conflicts in an equitable manner.
- The Company will address stakeholder differences or grievances in a timely, just, and constructive manner.

Principle 5: Human rights

The company respects, upholds and advances human rights for all individuals. We are committed to conducting our operations with honesty, integrity, and transparency while prioritizing the well-being and rights of employees.

- The Company shall adhere to human rights obligations as per national and international guidelines or frameworks, recognizing their inherent, universal, and interdependent nature.
- The company shall respect and acknowledge the human rights of all stakeholders, including communities, consumers, and vulnerable or marginalized groups.
- The company shall proactively promote awareness and realization of human rights throughout its value chain within its sphere of influence.
- The Company shall establish a robust and transparent grievance redressal mechanism to promptly identify, manage, and address any human rights violations or complaints, ensuring equal treatment and providing appropriate remedies to those affected.
- The company shall not be involved in or support human rights abuses committed by third parties.

Principle 6: Environment

The company prioritizes environmental protection and strives to uphold to the highest standards of environmental responsibility. We comply with all applicable environmental regulations and also proactively work to minimize our environmental footprint, recognizing our responsibility to preserve the planet's beauty, resources, and resilience for future generations.

- The company shall identify and assess environmental risks and opportunities across all operational locations.
- The company shall establish governance structures to set environmental goals aligned with company priorities.
- The company shall develop key performance indicators (KPIs) for areas such as water, waste, emissions, energy, and climate change to monitor and report performance.
- The company shall strive to continuously improve environmental performance through cleaner production methods, energy efficiency, renewable energy, and resource optimization.
- The company shall innovate and adopt eco-friendly practices to address stakeholder concerns and minimize the impact on natural resources.
- Promote awareness and encourage stakeholders to adopt sustainable practices, such as reducing, reusing, recycling, and recovering materials and resources.

Principle 7: Policy Advocacy

The company actively promotes best practices for the benefit of society and engages in transparent advocacy for public and regulatory policies.

- The company will collaborate with industry organizations for responsible policy advocacy, ensuring alignment with the company's principles and guidelines.
- Policy advocacy will be conducted with ethical considerations in mind.
- The company will make use of trade and industry associations and collective platforms for effective policy advocacy.
- The company will actively engage in policy advocacy to promote positive change in the industry.

Principle 8: Community Development

This company firmly believes in the interconnectedness of business prosperity, inclusive growth, and equitable development. It is committed to aligning with the interests of the community while pursuing its own sustainable growth goals. In line with this commitment, the company has adopted a CSR policy that aligns with the projects specified in Schedule VII of the Companies Act, 2013.

- The Company shall establish systems to identify and minimize negative impacts on communities.
- The Company shall address social, economic, and environmental implications of its operations.
- The Company shall prioritize the well-being of all community segments, including vulnerable and marginalized groups.
- The company shall undertake CSR activities in accordance with Schedule VII of the Companies Act, 2013 as per the recommendation of the CSR committee.

Principle 9: Consumer Value

At SRL, we prioritize the trust, satisfaction, and loyalty of our customers as the foundation of its business. We are dedicated to delivering exceptional experiences that make our customers feel special. Our offerings are a blend of traditional knowledge and innovative technology, tailored to meet the needs of our customers. Making customers feel special has been key to SRL's sustainable growth over the years.

- The company shall prioritise the safety and well-being of customers and society as a whole.
- The company shall disclose the information regarding products and services truthfully and accurately, in compliance with applicable laws, through labelling and other means.
- The company shall promote and advertise its products in a transparent manner, ensuring that consumers are not misled or confused.
- The company shall establish an effective consumer feedback mechanism to address customer concerns and feedback.
- The company shall commit to maintaining customer data privacy and respecting consumers' right to privacy.

Amendments

The Board of Directors are authorized to make alterations to this policy as considered appropriate from time to time, however such alterations shall remain consistent with the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 or any other regulatory provisions. The policy will continue to be effective until any revisions are deemed necessary according to the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In the event of any amendment(s), clarification(s), circular(s), provision(s) etc. issued by the relevant authorities, not being consistent with the provisions laid down under this Policy, then the same shall prevail upon the provisions hereunder and this Policy shall stand amended accordingly.

Approved by	Board of Directors of Speciality Restaurants Limited
Date of Approval	May 20, 2023
Effective from	April 1, 2023