

BAJAJ ELECTRICALS LIMITED (BEL) POLICY ON CORPORATE SOCIAL RESPONSIBILITY

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| Office of Origin | : CSR |
| Policy Approval Authority | : Board of Directors |
| Policy recommendation committee | : CSR Committee – (Mr. Shekhar Bajaj, Mr. Anant Bajaj, Dr (Mrs.) Indu Shahani) |

BEL's Values

BEL endeavors to act as a responsible corporate citizen at all times and across the value chain. BEL conducts its business with integrity, honesty and with a commitment to a profitable and sustainable growth.

BEL believes that respecting and engaging with stakeholders is of paramount importance to build a sustainable business. BEL will continue to work with all the stakeholders viz. customers, shareholders and investors, suppliers, employees and communities in an accountable and transparent manner and make its best efforts to deliver environmental-economic-social value.

Ethical Business Practices

BEL is committed to adopt good corporate governance practices in all its dealings across all functions and processes in every business. This is further articulated in BEL's Code of Business Conduct and Ethics that is applicable to all its employees and the members of the Board of Directors.

Customers

BEL strives to develop and provide innovative, safe, resource-efficient and high quality products. BEL will continue to provide effective after sales support. BEL will also endeavor to communicate to the customers on the safety, responsible usage and disposal of its products.

BEL will endeavor to protect the personal information of customers, business partners and other stakeholders, in accordance with the prevalent privacy laws.

Shareholders and Investors

BEL will continue to strive to enhance shareholder value while achieving a stable and long term growth. BEL will adhere to transparency in disclosure of financial and other relevant information, protection of minority shareholders interest and adopt good governance practices.

Suppliers

BEL aims to build long-term relationships with its suppliers by conducting fair business practices, encourage and support small, local and specialist producers. BEL will maintain fair and free competition in accordance with the country's prevailing competition laws.

BEL will communicate its responsible sourcing expectations to the suppliers in the areas of health, safety, employee & worker welfare and sustainable environmental practices.

Employees

BEL believes in providing equal employment opportunities across all categories of employees and seeks to actively address the issues of gender and inclusion. BEL remunerates its employees fairly in accordance with their skills, performance and also provides opportunities for career advancement.

BEL makes best efforts to uphold human rights principles laid down by the UN Declaration and the applicable International Labour Organisation conventions concerning worker's rights.

Community

BEL will continue to actively engage with communities to generate shared value and contribute to the inclusive growth wherever it does business. BEL will comply with all applicable legal and other requirements relating to its community spends.

BEL will strive to support the creation of educated and healthy communities with the involvement of stakeholders by undertaking programs for development of vocational skills, environment sustainability, capacity building, protection of national heritage, art and culture, preventive healthcare, women's empowerment and livelihood enhancement projects.

Environment

BEL aims to achieve profitable growth in harmony with the environment. BEL will continue to follow high standards of efficiency, quality and safety in its manufacturing processes and technologies. BEL will strive to attain optimal resource use over the product life cycle.

BEL will promote judicious use of natural resources through recycling/reuse and material waste management. BEL will strive to minimize adverse environmental and social impacts from its business operations. It is also committed to continual performance improvement and encourages the same across its supply chains.

Public Policy

BEL will always advocate public policies that are conducive in achieving its mission to bring greater happiness to its customers and enhance stakeholder value.

BEL will advocate its position on specific issues, as may be determined by its Board of Directors, and the same shall be voiced through appropriate trade and industry chambers and associations.

Policy Performance

BEL will endeavor to implement various facets of this policy through adequate capacity building of relevant stakeholders, implementing various programmes by itself or in collaboration with organizations having domain expertise. BEL will conduct audits at regular intervals to ensure conformity to the same.

BEL shall deploy policy linked programs through allocating resources and assigning responsibilities, setting performance targets, and appropriate monitoring mechanisms.

BEL shall implement community programs/projects/activities as approved by the CSR committee in project mode through its own team or partnering with registered trust/society/ company. This shall be done post evaluation of CSR proposals and track records of the implementing partner organization(s).

CSR activities shall be deployed in project mode viz. baseline survey, programs objectives, implementation schedules, responsibilities and authorities, monitoring process, measurable outcomes & reporting and payment terms. An Agreement/MoU shall be signed with the implementing partner to such effect to protect the interest of BEL.

Project Reporting :

The progress report of the activities undertaken shall be reported as under:

- Quarterly Report to CSR Committee; and
- Annual Report of CSR to Board of Directors

This policy will be communicated to our stakeholders by hosting on the Company's website www.bajaelectricals.com.

The CSR Committee and the Company Secretary is responsible for initiating any changes to this policy, which shall be approved by the Board of Directors.