

# Corporate Governance

## Upholding Transparency and Accountability

At SRF, an effective governance framework is pivotal for attaining desired objectives and building long-term value for all stakeholders. Our corporate governance structure is harmonised with our deeply embedded and extensively practised core values. The Board is committed in ensuring an environment that promotes efficient corporate governance, robust internal controls, accountability, and financial prudence.

For us, corporate governance means implementing best practices to ensure we operate in compliance with regulations and guided by broader business ethics. The adoption of corporate practices — such as transparency and proper disclosures — ensures our people in charge bring benefits to investors, customers, creditors, employees, and the society at large.

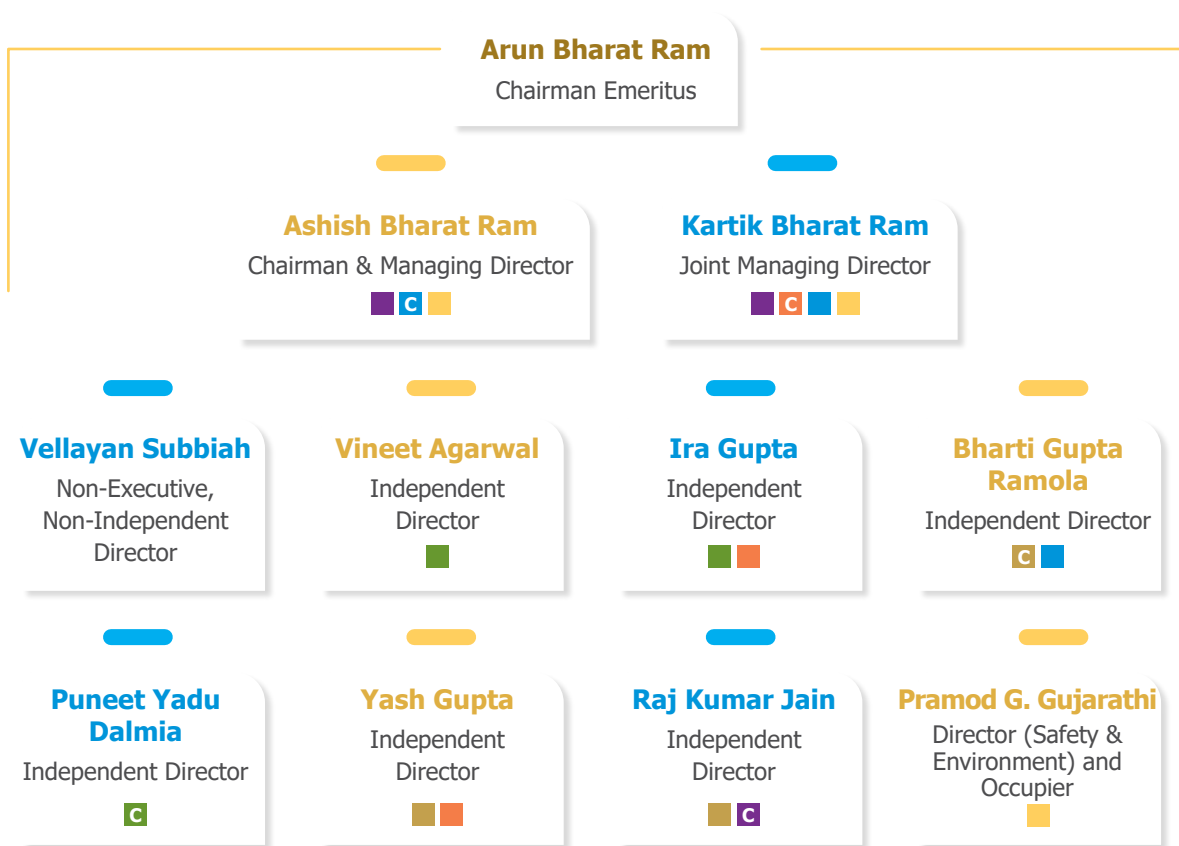
## Our Board of Directors

The guiding force that directs the company to achieve excellence.

The Board of Directors serve as the central pillar supporting our corporate governance framework. They ensure management's actions are directed towards creating long-term value creation of all stakeholders. Our Board of Directors consists of industry professionals who come with diverse skill sets, and rich experiences which enable and facilitate effective decision-making

and execution of sustainable and long-term strategies. The Board conducts thorough evaluations of all significant aspects of the Company, ensuring that all business activities align with the Company's objectives. Board members oversee the Company's financial, environmental, and social performance, as well as address key risks and advise on opportunities.

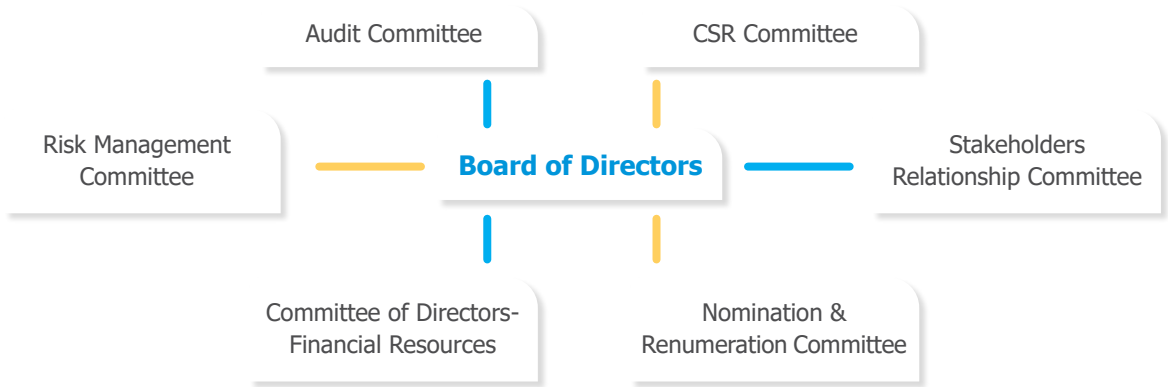
### Board of Directors with effect from April 1, 2024



- Risk Management Committee
- Audit Committee
- Nomination & Remuneration Committee
- Chairperson of the Committee
- Corporate Social Responsibility Committee
- Stakeholders Relationship Committee
- Committee of Directors-Financial Resources

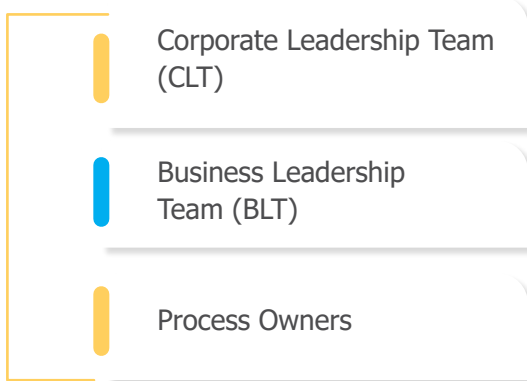
## Board Committees

At SRF, we ensure highest level of governance through six Board-level committees. Each committee has distinct roles and responsibilities. These committees play a critical role in safeguarding the interests of all shareholders and aiding the Company's ascent to market leadership.



## Sustainability Governance Framework

Our sustainability governance framework serves as the backbone of our commitment to environmental stewardship, social responsibility, and in ensuring ethics.



### Roles and responsibilities

#### Corporate Leadership Team (CLT)

- CLT consists of Chairman & MD, Jt. Managing Director respective business CEO's, CFO, CIO and CHRO
- The CLT provides guidance for making all the major business decisions at the Group level. It implements strategies across the organisation through the Business Leadership Team and Process Owners

#### Business Leadership Team (BLT)

- BLT is represented by various heads of functions, including Marketing, Strategic Sourcing, HR, Finance, IT, Operations and TQM
- The Business Leadership Team implements and monitors, inter-alia, sustainability performance at business levels

#### Process Owners

- The Process Owners are represented by heads of different functions such as HR, Safety, Finance, Engineering, Production and Processes

#### Operationalising ESG

The Company has formed an ESG committee which is headed by the Joint MD. The members of the committee consist of CFO, CHRO, CS, Corporate Controller, Business Representatives, Corporate Communications and Secretarial team. The committee is responsible for supporting the Board and the Company in achieving its ESG aspirations. The responsibilities of the committees include :-

- Formulating strategies to facilitate ESG implementation
- Integrating ESG principles into business operations
- Evaluating proposals related to ESG initiatives and overseeing their execution through a monitoring and evaluation (M&E) framework
- Aligning key projects with the company's ESG goals and targets

## Ethics and Compliance

We are committed to maintaining the highest level of ethical practices and ensuring compliance with legal and regulatory requirements. Integrity, professional and ethical conduct remains at the forefront of all our business interactions and activities.

### Code of Conduct

Our Code of Conduct is a testament to our dedication to conducting business activities with utmost integrity, transparency, and responsibility. It mandates adherence to internal standards of business practices and covers areas including regulatory compliance, fair employment practices, environmental concerns, health and safety, conflict of interest management, and protection of the Company’s assets. The principles enshrined in the Code of Conduct are upheld by Board members and executives at the senior management level. Together with our Whistleblower policy, the Code of Conduct strengthens the embodiment of the Company’s core values (RINEW) and promotes a culture of ethical conduct and openness in all business dealings.



## Code of Conduct

 <p>Equal Employment Opportunity</p>	 <p>Prevention of Sexual Harassment</p>	 <p>Invention/ Innovation</p>	 <p>Prevention of Insider trading</p>
 <p>Company policies and records</p>	 <p>Gifts and entertainment</p>	 <p>Conduct with customers and suppliers</p>	 <p>Conflict of interest</p>

No cases of conflict of interest and disciplinary action was taken against SRF Limited or any of its internal stakeholders by any law enforcement agency for the charges of bribery / corruption on Directors / KMPs / employees / workers during the reporting period.

## Our Policies and Codes

At SRF, we are committed to integrating robust policies and protocols that consider the Environmental, Social, and Governance (ESG) elements as a fundamental part of our decision-making process. We consistently re-evaluate and innovate our strategic approach to stay ahead in the dynamic business environment and to meet the changing demands of our customers.

Our policies clearly outline the ethical conduct and behavioural expectations for our employees to maintain the core values of our organisation and guarantee ethical business operations. While it is mandatory for all employees to conform to these policies, we actively advocate for and support all other stakeholders in embracing and following these policies.

<b>Environmental Management Policy</b>	<b>Equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016</b>	<b>Policy to promote inclusive growth and equitable development</b>	<b>Policy to promote respect and well-being of employees</b>
<b>Human Rights Policy</b>	<b>Policy respecting the interests of stakeholders</b>	<b>Policy on responsible engagement with consumers</b>	<b>Policy on provision of sustainable and safe provision of goods and services</b>
<b>Code of Conduct</b>	<b>Supplier Code of Conduct</b>	<b>Board Diversity Policy</b>	<b>Privacy Policy</b>
<b>Information Security/ Cybersecurity Policy</b>	<b>Anti-corruption and Bribery Policy/Whistle-blower Policy</b>	<b>Ethical, Transparent and Accountable Policy</b>	<b>Tax Policy &amp; Governance</b>
<b>Policy on responsibility and transparency when engaging in influencing public and regulatory</b>	<b>Business Responsibility Policy</b>	<b>POSH Policy</b>	<b>Occupational Health and Safety Policy</b>

## Regulatory Compliances

Our company meticulously adheres to all legal requirements, emphasising compliance as a fundamental principle in every business decision and strategic direction. To ensure strict adherence to relevant standards and regulations, we have developed an internal tool i.e. "Compliance Manager." This tool diligently monitors and administers the necessary regulatory guidelines, ensuring that our operations maintain the highest levels of compliance and promptly address any instances of non-compliance.

No penalties were levied, and no sanctions have been imposed on SRF Limited for any non-compliance with environmental and social laws and regulations during the reporting period.

## Industry Associations

SRF proactively creates shared value for all stakeholders. Simultaneously, the Company helps in promoting industrial growth and contributes to the Country's development. Our company maintains affiliations with a number of trade and industry associations and engages proactively in cross-sectoral dialogues. Such interactions provide essential perspectives on nascent trends, breakthroughs, and regulatory frameworks, alongside privileged access to specialised research. These collaborative efforts enable the dissemination of exemplary practices, the resolution of sector-specific issues, and the pursuit of diverse improvements and projects designed to propel the industry and the community forward together.

1. Confederation of Indian Industry
2. Refrigerant Gases Manufacture Association
3. Indian Chemical Council
4. CHEMEXCIL
5. National Safety Council
6. Centre for Chemical Process Safety
7. The Synthetic & Rayon Textiles Export Promotion Council
8. Indian Technical Textile Association (ITTA)
9. Association of Synthetic Fibre Industry
10. Indian Society for Quality
11. Quality Circle Forum of India
12. British Safety Council