



POLICY ON BUSINESS RESPONSIBILITY

Introduction:

The Board adopt this Policy on Business Responsibility (the “Policy”) in line with requirements of Regulation 34 (2) (f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Objective:

The Company being an artificial individual is identified as a critical component of social system, wherein, it is accountable not only to shareholders but also the society at large which also happens to be its stakeholder. The Adoption of responsible business practices is given equal importance with that of financial and operational performance of the company. Furthermore the company shall protect the interest of society and environment.

Applicability:

This policy on Business Responsibility is opted and made applicable to Asian Star Company Limited and all its subsidiaries, affiliates and divisions.

Principle 1:

Policy on Ethics, Transparency and Accountability

Philosophy:

Ethic is concerned with truth and justice, concerning a variety of aspects like expectation of society, fair competition, public relations, social responsibilities and corporate behavior. Ethics are basic ground rules that deal with questions that relate to making a life worth living and helping people to achieve such a life. Company shall create an environment that is trustworthy, act on decisions of co employees. The company is committed to maintain highest standards of ethics in all spheres of its business activities. The company strongly believes in adhering to the best government practices to ensure protection of interest of all its stakeholders of the company in tandem with healthy growth of company. The Ethics policy must be understood and implemented in day to day affairs of the company in order to promote growth and development of stakeholders of the company. The company believes that ethical practices enable the company to enhance corporate image in the minds of all stakeholders.

High ethical standards are in the long term interest of the company as a means to make it credible and trustworthy, not only in day to day operations but also with respect to longer term commitments. Ethical climate sets the character for effective decision making at all levels and in all circumstances.

Policy:

1. The company has develop governance structures, procedures and practices that ensure ethical conduct at all level and promote the adoption of this principle across its value chain.
2. The company believes in free, open and fair competition. The company shall not engage in practices that are abusive, corrupt and anti-competitive or unfair practices.
3. Every employee of the company shall abide by the values and commitments to ethical business practices. Any violation lead to disciplinary action against the employee.
4. The company has communicate transparently and assure access to information about their decisions that impact stakeholders of the company.
5. The company shall make true, correct and complete disclosures in all statutory returns, forms, declarations, advertisement etc.
6. The company has report on the status of their adoption of these Guidelines as suggested in the reporting framework in this document.
7. The company shall encourage its employees to report genuine concerns of misconduct /unlawful conduct in a responsible and confidential manner under Whistle Blower Mechanism.
8. The company shall avoid complicity with the actions of any third party that violates any of the principles contained in these guidelines.
9. The company has aliened this policy with its social audit compliance and commitment (refer to BPP RJC policy) where detailed step by step approach for compliance of company has been documented.

Principle 2

Policy on Product Lifecycle Sustainability

Philosophy:

The company shall strictly adhere to principles of sustainability throughout their life cycle of product including designing of product, procurement of raw material, manufacturing of product, delivery of product to consumers etc.

Policy:

1. The company shall assure safety and optimum use of resources over the life cycle of the product from design to disposal.

2. The company shall ensure that its product shall comply with applicable statutes and regulations and principles of labour practices, human rights, ethics, occupational health safety and environment as defined in the various policies adopted by the company.
3. The company shall ensure that everyone connected with it designers, producers, value chain members, customers, recyclers are aware their responsibilities.
4. The company shall work towards sourcing significant raw materials, products and services in a manner so as to continuously improve the balance between social, economic and environmental impacts.
5. The company shall raise the consumer's awareness of their rights through education, product labeling, appropriate and helpful marketing communication, composition and promotion of safe usage and disposal of product.
6. The company shall use resource efficient and sustainable manufacturing process and technologies.
7. The company shall review at regular intervals and improve upon the process of manufacturing, technology development, incorporating social, ethical and environmental considerations.
8. The company shall recognize and respect the rights of people who may be owners of traditional knowledge and other forms of intellectual property.
9. The company shall promote sustainable consumption, including recycling of resources.
10. The company shall ensure sustainable growth of it supply chain including processing out sourced contractors by providing technical assistance and nurturing the skill development.
11. The company shall comply with environment regulations across its all operations.

Principle 3

Policy on Wellbeing of employees:

Philosophy:

The company believes that it can prosper and progress only through the committed and creative efforts and competencies of its human resource. Well trained and motivated employees can effectively contribute to the success of the organization. Company is responsible for employee's welfare. In the fast changing business environment, company can progress only through the competencies of its human resources.

Policy:

1. The company shall promote equality among its employees. The company prohibits description against any employee on the ground of religion, race, caste, sex, and place of birth or any of them.
2. The company shall guarantee equality of opportunity at the time of recruitment, promotion, transfer, trainings, appraisals etc to its human resource.
3. The company shall respect right of employees to associate freely and bargain collectively.
4. No child below the age of fourteen years can be employed to perform any kind of work. The company shall not use any form of forced and compulsory labour.
5. The company has take cognizance of the Work life balance of its employees especially woman employees.
6. The Company shall set labour standards, develop policies and devise programmes promoting decent work for all women and men.
7. The company shall encourage decent employment opportunities, enhance social protection and strengthen dialogue on work related issue.
8. The company shall secure social order to promote welfare of the people and equal pay for equal work for both men and women.
9. The company shall make provision for securing just and humane condition of work and uphold dignity of its human resource. The company shall communicate this provision to their employees and train them on regular basis.
10. The company shall make provision for securing to all conditions of work ensuring decent standard of life and full enjoyment of leisure and social and cultural opportunities.
11. The company shall ensure continuous skill and competence up gradation of all employees without any discrimination. The company shall promote employee morale and career development through enlightened human resource intervention.
12. The company shall create system and practices to ensure a harassment free workplace where employees feel safe and secure while discharging their responsibilities.
13. The company shall try to understand feelings and emotions of the employees as employees are human beings, they are not interested only in monetary gains but also needs recognition and appreciation.
14. The company has published its policy on compliance to non discrimination, anti harassment, equal opportunity, human right and discipline policy for awareness and ensure its strict adherence by all employees, deviation to this policies are considered as offence and appropriate action as per applicable law shall be taken.

Principle 4

Policy on Stakeholders Engagement

Philosophy:

The company strongly believes that combined efforts of all stakeholders bring success to the organization. A company may not be able to attain organizational goals without sincere support

of all stakeholders. Therefore effective engagement off all stakeholders' viz. employees, society, customers, suppliers, distributors, business associates, regulatory authorities, investors is necessary for achieving inclusive growth of the company. The company shall collect feedback from all its stakeholders for continuous improvement.

Policy:

1. The company shall identify all stakeholders, understand their concerns, scope of engagement and commit to engaging with them. Company shall endeavor to take every stakeholder along and no one is left out.
2. The company shall constantly provide reliable and accurate information to all stakeholders.
3. The company shall follow ethical principles and practices so as to ensure that no inconvenience is caused to any of its internal and external stakeholders.
4. The company has acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product and other business operations on the all stakeholders.
5. Special attention is required to be given to stakeholders in underdeveloped area and stakeholders who are affected and who are marginalized.
6. The company shall devise an effective whistle blower mechanism enabling stakeholders, including individual employees and their representative bodies, to freely communicate their concerns about illegal or unethical practices.
7. The company shall resolve differences with stakeholders in a just, fair and equitable manner.

Principle 5

Policy on Protection and Promotion of Human Rights

Philosophy:

Company strongly believes that protection and promotion of human rights play an important role in good governance practices. By framing policy on protection of human right, Company can make significant contribution to the efforts of the government in developing a human rights culture by making awareness about human rights. Protection of human rights is vitally necessary for the attainment by individual of his full moral and spiritual stature. Company also believes that without these rights an individual would not be able to develop and or work with his full potential. The Company understands that human rights are universal, inherent, indivisible, interdependent and interrelated. The company must treat humans and protect their rights in a fair and respectful manner.

Policy:

1. The company has understand and comply and adhere with human right content of Constitution of India, national laws and content of International Bill of Human Rights.
2. The Company has integrate respect for human rights in management system, in particular through assessing and managing human rights impacts of operations and ensuring all individuals impacted by the business have access to grievance mechanisms.
3. The company has recognize and respect the human rights of all stakeholders and groups within and beyond the workplace including consumers, society as whole and vulnerable and marginalized groups. Further Company shall promote awareness and realization of human rights for all its stakeholders.
4. The company shall spread human rights literacy among its human resources and promote awareness of the safeguards available for the protection of human rights.
5. The company has published its human right policy on web site and ensures its compliances among supply chain both upstream and downstream.
6. The company shall undertake ongoing monitoring of contract and downstream supply chain for adherence to human right policy,
7. The company shall provide effective redress mechanism to deal with violation of human rights.
8. The company has not complicit with human rights abuses by a third party.

Principle 6**Policy on Protection of Environment****Philosophy:**

Company believes that it is responsible for taking care of our planet by preserving natural resources and maintaining ecological balance. Company has make optimum utilization of natural resources. Issues like Global warming, Climatic changes has be given due attention. It is responsibility of the business to preserve natural beauty, flora and fauna and valuable non renewable natural resources for the future generations. Company strongly believes that protection of environment is scarcely necessary as damage to environment van impair and undermine all the fundamental rights guaranteed by constitution.

Policy:

1. The company has utilize natural and manmade resources in an optimum and responsible manner. The company shall ensure the sustainability of resources by reducing, reusing, recycling and managing wastages.

2. The company shall take measures to check and prevent all kinds of pollution. Efforts has be taken to maintain and preserve pollution free atmosphere.
3. The company has assess the environmental damage and bear the cost of pollution abatement with due regard to public interest.
4. The company has coordinate with government authorities and other various agencies and NGO's in connection with environmental protection and furnish them required data, information, reports and return accurately and in timely manner.
5. The company shall adhere to the Pollution control laws effectively and shall effectively discharge various duties under pollution control laws in order to protect Right to Healthy Environment of every citizen.
6. The company has continuously improve its environmental performance by adopting cleaner production method, making use of energy efficient and environment friendly technology and methods and use of renewable energy.
7. The company shall strictly adhere to standards laid down by appropriate government and various environmental laws for emission or discharge of waste.
8. The company shall lay down and implement procedures and safeguards for prevention of accidents that may result in environmental pollution.
9. It is responsibility of the company to protect and improve natural environment and to have compassion for living creatures.
10. The company has ensure that benefits arising out of access and commercialization of biological and other natural resources and associated traditional knowledge are shared equitably.
11. The company has prepare Environment Management Plan for prevention, elimination or mitigation of adverse impacts right from inception of project, license granted on the basis of this.
12. The company shall report their environment performance including the assessment of potential environmental risks associated with their operations to the stakeholders in a fair and transparent manner as climatic changes have impact on the business operations.
13. The company shall identify regulatory risks as government begins to address climatic change by adopting new regulations. Company need to understand the potential financial impacts of climate change regulations on the company.
14. The company has proactively persuade and support its value chain to adopt this principle.

Principle 7

Policy on Responsible Advocacy

Philosophy:

The company strongly believes that as a responsible corporate entity it is necessary to function within democratic set up and constitutional framework. The company while coordinating with

various authorities and regulators must adhere to values of honesty, commitment, integrity and transparency. The company shall protect the interest of various stakeholders.

Policy:

1. The company shall ensure that its advocacy positions are consistent with the Principles and core values of the company.
2. The company shall, to the extent possible utilize the trade and industry chambers and associations and other such collective platforms to undertake policy advocacy.
3. The company shall work with industry organization that are engaged in policy advocacy in a responsible and ethical manner.
4. The company shall ensure that policy advocacy is implemented in an ethical manner.

Principle 8

Policy on Inclusive growth and Equitable Development

Philosophy

The company strongly believes that equitable development aims at constant improvement of the well being of all the stakeholders and individuals on the basis of their active, free and meaningful participation in the development process. It encompasses in itself all human rights viz. civil, political, economic, social and cultural rights with due regard to their freedom and identity.

Policy:

1. The company shall promote community development policies and effective cooperation among all stakeholders.
2. The company shall provide comprehensive framework and approach to the community development policies and programmes at every stage.
3. The company shall analyze and study their impact on social and economic development and shall take appropriate action to minimize negative impacts.
4. The company shall innovate and invest in products, technologies and processes that promote the wellbeing of entire community.
5. The Company shall support and complement the development priorities at local as well as national level.
6. The company shall promote development in the underdeveloped areas.

7. The company shall ensure equal and adequate access to essential resources to the entire community.
8. The company shall ensure that all stakeholders shall be beneficiary of the right to development.

Principle 9

Policy on Customer Value

Philosophy:

Customer is a key player in the growth, stability and success of every organization. The company is committed to provide best products and services to their valued customers. Customer satisfaction is of utmost importance for overall growth and development of the company.

Policy:

1. The company has take into account the overall well-being of the customers and that of society.
2. The company has make factual and truthful information about quality, quantity,purity and standard and price of its product so as to enable customers to make informed purchase decision.
3. The customer has be given freedom of choice and there has be fair and free competition in the market so as to assure competitive prices.
4. The company shall take efforts to educate their customers regarding purity and standard of the products by organizing awareness programmes.
5. The company shall not advertise its product in the manner that creates confusion in the minds of customers. Advertising has not be misleading.
6. The company shall protect the interest of the customers in a better manner.
7. The company shall not indulge in a unfair trade practices for promoting sale, use or supply of its product.
8. The company has exercise due carte and caution while providing goods and services that result in over exploitation of natural resources or lead to excessive conspicuous consumption.
9. The Company has provide and develop strong platform for grievance handling to address customer concern and feedback so as to facilitate quicker disposal of complaints, if any.
10. The company has protect the right of consumers.

Implementation:

The Managing Director/ Whole Time Director/ Chief Executive Officer of the Company shall be responsible for the implementation of policy in effective manner with the support of functional heads and other experts as he may consider necessary.

Disclosure:

The policy of the company shall be disclosed/posted on the website of the company and web link of the same shall be provided in annual report.

Review:

The policy is subject to be reviewed annually with the approval of the Board of Directors of the company. Any deviations, grievances or complaints with respect to violation of the said policy shall be reported to Secretarial Department of the company.