

ROLEX RINGS LIMITED
(Formerly Known as Rolex Rings Private Limited)

BUSINESS RESPONSIBILITY POLICY

Rolex Rings Limited ('the company') is a Public Limited Company incorporated on 13th February, 2003, under the Companies Act, 1956 (Corporate Identification Number: L28910GJ2003PLC041991)

The Equity shares of the company were listed on BSE Limited and NSE Limited on 09th August, 2021. The Company's securities are traded, both at BSE Limited and NSE Limited. Accordingly, provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 are applicable and binding on it.

SCOPE AND PURPOSE:

This policy on Business Responsibility has been framed in line with the requirements of Regulation 34 and other applicable provisions of the Listing Regulations and is intended to ensure that the Company contributes towards sustainable development and fulfils its social, environmental and economical responsibilities.

This policy endorses the Company's Commitment to follow principles and core elements, in conducting its business, as laid down in the National Voluntary Guidelines on Social, Environmental and Economic responsibilities of Business issued by the Hon'ble Ministry of Corporate Affairs.

APPLICABILITY:

Rolex Rings Limited believes in conducting its affairs, in a fair, transparent and professional manner and maintaining the good ethical standards, transparency and accountability in its dealings with all its constituents. The Company believes in establishing an environment of trust and confidence among various stakeholders. Company's business practices would therefore be governed by the following guiding principles.

Principle 1: Ethics, Transparency and Accountability:

- a. The Company shall develop governance structures, procedures and practices that ensure ethical conduct at all levels, and promote the adoption of its principle across its value chain.
- b. The Company shall communicate transparently and assure access to information about its decisions that impact relevant stakeholders.
- c. The Company shall not engage in practices that are abusive, corrupt or anti-competition.
- d. The Company shall truthfully discharge its responsibility on making financial and other mandatory disclosures timely.

Principle 2: Products Sustainability:

- a. The Company shall ensure that its products and services comply with all applicable statutes and regulations.
- b. The Company shall on regular basis review and improve upon the process of new technology development, deployment and commercialisation, incorporating various internal and external considerations.
- c. The Company shall ensure that all manufacturing processes and technologies required to produce the products are resource efficient and sustainable and continuously improve the balance between social, economic and environmental impacts and works.
- d. The Company shall ensure that while procuring, manufacturing and delivering the goods it will follow the Quality Policy.

Principle 3: Employees' Wellbeing:

- a. The Company understands the worth of healthy and sound human resource. The Company ensures an environment which generates sense of belongingness, loyalty and commitment amongst the employees.
- b. The Company shall ensure that there is systematic chain or hierarchy which allows better flow of information, ideas, suggestions and understanding amongst the employees and the senior management and there is in place a proper channel through which the grievances of the employees are taken up and addressed by the senior management.
- c. The Company shall not employ child labour, adolescent labour or any form of involuntary labour, paid or unpaid in any of its offices and units.
- d. The company shall provide a workplace environment that is safe, hygienic, humane and which upholds the dignity of the employees.
- e. The Company shall regularly communicate to employees all the policies related to them to keep them aware of the same.
- f. It will ensure timely payment of fair living wages to meet basic needs and economic security of the employees.

Principle 4: Stakeholder Engagement:

- a. The Company recognises the interest of all communities including those of disadvantaged, vulnerable and weaker sections of the society and proactively engage with them.
- b. The Company shall understand all the concerns of its stakeholders, define its purpose and scope of engagement, and commit to engaging with them.
- c. The Company shall acknowledge and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders.
- d. The Company values the support of its stakeholders and endeavours to maintain a cordial relationship and safeguard the interest of all stakeholders.
- e. The Company's CSR policy drives initiatives towards to benefit of the disadvantaged, vulnerable, and marginalised stakeholders. The website of the company shall display such policies and other relevant information from time to time to keep the stakeholders aware about position of the Company.

Principle 5: Human Rights:

- a. The Company recognises human rights and treat others with dignity and respect. It believes that it is one's right to live with dignity and respect. The Company has adopted:
 - 1) Whistle Blower/ Vigil mechanism policy which covers aspects ensuring human/safety rights of its employees.
- b. The Company shall understand and appreciate that human rights are inherent, universal, indivisible, and interdependent in nature.

Principle 6: Environment:

- a. The Company is committed to manufacture products and offer services in a way that ensure entitlement of all to clean environment.
- b. The Company strives to:
 - i. Comply with environmental legislations, regulations and other requirements.
 - ii. Continual improvement in environmental performance by conservation of natural resources, Prevention of Pollution.

Principle 7: Public policy:

- a. The Company recognises that it operates within the specified legislative and policy frameworks prescribed by the Government, which guide its growth and also provide for certain desirable restrictions and boundaries.
- b. The Company as a Corporate Citizen understands its responsibility to operate within the regulatory framework.

Principle 8: Inclusive Growth:

- a. The Company serves society by taking forward this principle and undertaking societal welfare through projects in healthcare, education, focusing on needy and weaker sections of the society.
- b. The Company undertakes CSR activities in accordance with applicable provisions of the Companies Act, 2013 as per the recommendation of the CSR Committee and as per CSR policy of the company.

Principle 9: Customer Relations:

- a. The Company shall take into account the overall well-being of the customers and that of society.
- b. The Company shall disclose all information truthfully and factually as per applicable laws.

AMENDMENT:

The Board reserves its right to amend or modify this policy in whole or in part, at any time without assigning any reason whatsoever.