



## BIO DIVERSITY POLICY

### Textile, Acrylic Fibre & Overseas Spinning Business

The Textile, Acrylic fibre and Overseas spinning business of Aditya Birla Group, recognises that Biodiversity is at the core of sustainable development and it impacts the quality of human life and is an essential component to the sustainability of all human activity, including business. We comprehend the risk of dependence on biological resources that have competing uses including that of ecological systems and obligation for safeguarding the ecosystems, species and genetic components that make up biodiversity, a crucial factor in meeting the needs of future generations. We are committed to take actions within our business and to the extent feasible in value chain and work with our stakeholders to find long- term solutions to reduce our impacts on and conserve biodiversity.

#### Every unit of our business shall endeavour to:

- Maintain positive legal compliance to bio diversity, forest and green cover related regulations while planning and executing projects and in operations;
- Manage efficient use of biological resources across the business and be sensitive to impacts of farming of such biological resources and endeavor to follow best practices of biological resource management in the sector;
- Minimize and mitigate impacts due to operations on bio diversity and biological resources;
- Within the premise of operations, endeavor will be made to increase green cover that is compatible with local ecosystems;
- While procuring biological resources, ensure that the good practices are followed with regard to impact on biodiversity and cruelty to animals, by the suppliers;
- Engage internally and externally with stakeholders and wider communities to understand and collaborate on actions on Conservation of biodiversity, Sustainable use of biological resources, and Equitable sharing of biodiversity benefits;
- Actively communicate and disclose our approach and achievements to stakeholders and regularly seek feedback through stakeholder forums; and
- Monitor measure and report impact of our operations on biodiversity and use of biological resources following internationally recognized protocols.

This policy shall be reviewed periodically for its suitability and updated as necessary.



CEO, Textiles & Acrylic Fibre

Business Head – Textile, AF and OS Business

Date: 04<sup>th</sup> Aug 2018

CEO, Overseas Spinning



## **ENERGY AND CARBON POLICY**

### **Textile, Acrylic Fibre & Overseas Spinning Business**

Textile, Acrylic Fibre & Overseas Spinning Business of Aditya Birla Group recognises energy consumption and carbon emissions are the two most important issues currently affecting the planet. We comprehend the risk of dependence on fossil fuels and associated carbon emissions related to our operations. We are committed to take actions within our companies and supply chain and work with our stakeholders to find long-term solutions to reduce our energy and carbon footprint.

#### **All units of our business shall endeavour to:**

- Maintain positive legal compliance to energy and carbon regulations and conform with the requirements of Aditya Birla Group Sustainability Framework;
- Raise awareness to encourage efficient use of energy resources, with a focus on reducing its energy intensity and carbon footprint of operations and products;
- Increase the use of renewable energy wherever possible;
- Promote research and development for cleaner and efficient technologies to support the adoption of low carbon solutions;
- Evaluate technically and financially feasible and cost-effective options to reduce potential carbon emissions during the, construction and operation of new projects;
- Continually improve energy and carbon management within and across the supply and value chains by adopting internationally accepted and economically viable management systems and best practices;
- Engage with internal and external stakeholders and wider communities to understand and collaborate on actions promoting reduced energy intensity and low carbon approaches to benefit both the Business and society at large; and
- Monitor, measure and report energy usage and carbon emissions in compliance with internationally recognized protocols and communicate approach and achievements to relevant stakeholders.

This policy shall be reviewed periodically for its suitability and updated as necessary.



**CEO, Textiles & Acrylic Fibre**

**CEO, Overseas Spinning.**

**Business Head – Textile, AF and OS Business**

**Date: 04<sup>th</sup> Aug 2018**



## ENVIRONMENTAL POLICY

### Textile, Acrylic Fibre & Overseas Spinning Business

Textile, Acrylic Fibre & Overseas Spinning Business of Aditya Birla Group recognizes that effective management of environment & its impacts is a fundamental part of our business. We shall strive to integrate sound environmental practices across the operations of the business and minimize environmental impacts and attain a leadership position in environmental stewardship.

#### Every unit in the business shall endeavour to:

- Maintain positive legal compliance to environmental regulations and conform to the requirements of Aditya Birla Group Sustainability Framework;
- Progressively develop, implement and maintain an internationally accepted environmental management system in our operations and new projects;
- Take initiatives towards efficient use of natural resources and energy; reduction and prevention of pollution; and promoting waste avoidance and recycling measures in line with internationally disseminated technologies and practices;
- Enhance environmental awareness through participation and consultation with employees and contractors by training and effective channels of communication;
- Engage with internal and external stakeholders and wider communities to broaden our understanding of environmental priorities, their links to global issues and initiate actions on key environmental challenges;
- Influence our contractors and suppliers to adopt the Aditya Birla Group environmental policies, principles and practices and encourage appropriate environmental management across the supply and value chain;
- Continually improve environmental performance of current and future products, services and infrastructure of the Aditya Birla Group's Companies; and
- Monitor, measure, report the progress, performance of environmental conservation and management initiatives in compliance with internationally recognized protocols and communicate approach and achievements to relevant stakeholders.

This policy will be reviewed periodically for its suitability and updated as necessary.



CEO, Textiles & Acrylic Fibre

CEO, Overseas Spinning.

Business Head – Textile, AF and OS Business

Date: 04<sup>th</sup> Aug 2018



ADITYA BIRLA GROUP

## HEALTH POLICY

### Textile, Acrylic Fibre & Overseas Spinning Business

Textile, Acrylic Fibre and Overseas Spinning Business of Aditya Birla Group believes that the health is an important component of quality of life and a necessary ingredient of productive engagement. We will combine preventive and mitigative strategies and practices to maintain and improve the health of our employees and their families; and prevent negative health impacts on our customers, communities and business partners.

#### To fulfill this commitment to protect both people and property, we will:

- Maintaining positive legal compliance to applicable health regulations and conform to the requirements of Aditya Birla Group Sustainability Framework;
- Ensuring access to basic occupational health services and providing competent and adequate resources including personal protective equipment;
- Identifying process exposure & other occupational health hazards and assessing & managing occupational health risks to as low as reasonably practicable at all facilities;
- Proactively addressing occupational and community health issues during the planning phase of acquisitions, mergers and new projects;
- Pursuing excellence through continual improvement of infrastructure and business processes, promoting best work practices and innovations to minimize exposure hazards to health;
- Ensuring adequate emergency response capability in case of medical emergency;
- Measuring, monitoring and benchmarking of health surveillance, sickness, absenteeism, rehabilitation & recovery programmes as required;
- Safeguarding medical confidentiality and non-discrimination on the grounds of any physical, mental or medical condition; and
- Fostering awareness through health education & training and health promotional activities.

This policy will be reviewed periodically for its suitability and updated as necessary.



CEO, Textiles & Acrylic Fibre

CEO, Overseas Spinning.

Business Head – Textile, AF and OS Business

Date: 04<sup>th</sup> Aug 2018



## Human Rights Policy Textile, Acrylic Fibre & Overseas Spinning Business

Textile, Acrylic Fibre & Overseas Spinning Business of Aditya Birla Group is committed to make best efforts to adhere to internationally recognized human rights standards and seeks to avoid in human rights abuses that are noticed.

**Every unit in the business shall endeavor to identify access and manage human rights impacts within operations and amongst identified suppliers considered to have significant risks for the following:**

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the Aditya Birla Group Sustainability Framework;
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts;
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous peoples; land acquisition, supply chain, and security management;
- Promoting awareness of the human rights with employees at various levels of our operations through training and communication;
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities;
- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities;
- Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Influencing our contractors, suppliers and other organisations with whom Aditya Birla Group has a leverage to adopt our Sustainability Framework and to encourage and support the development of equivalent management systems;
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities;
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks; and
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

This policy will be reviewed periodically for its suitability and updated as necessary.



  
CEO, Textiles & Acrylic Fibre

  
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Business Head – Textile, AF and OS Business

Date: 04<sup>th</sup> Aug 2018



ADITYA BIRLA GROUP

## **PRODUCT STEWARDSHIP POLICY**

### **Textile, Acrylic Fibre & Overseas Spinning Business**

Textile, Acrylic Fibre & Overseas Spinning Business of Aditya Birla Group recognizes that its products touch the lives of customers. Therefore, it is important to ensure that products are produced, used and managed until the end of its life in a socially and environmentally responsible manner, in order to support societal goals of sustainable development and commercial goals of sustainable markets. We recognize that the product stewardship responsibility extends across the life cycle of our products.

#### **Every unit in the business shall endeavour to:**

- Maintain legal compliance to all applicable regulations and the ABG Sustainability Framework;
- Implement quality assurance and control systems according to international standards to ensure product and process integrity at all times;
- Identify substances and processes of high risk to health and environment and adhere to the substitution principle, to find safer alternatives;
- Implement product testing to enable viable responsible communication in the supply chain and enhance transparency to all stakeholders;
- Ensure product stewardship is engaged across the life-cycle of our products: sourcing, development, commercialization and discontinuation of products;
- Promote the safe use of our products through awareness and training programs for our employees, contractors and customers;
- Actively communicate and make available in local languages all information on safe handling of substances marketed and refrain from advising uses that are deemed to be unsuitable or unsafe to the public or to the environment;
- Adhere to a process of measuring continuous improvement as a means to track the progress of implementing this policy; and
- Develop a product stewardship assurance programme to monitor the implementation of this policy.

This policy will be reviewed periodically for its suitability and updated as necessary.



**CEO, Textiles & Acrylic Fibre**

**Business Head – Textile, AF and OS Business**

**CEO, Overseas Spinning.**

**Date: 04<sup>th</sup> Aug 2018**



ADITYA BIRLA GROUP

## QUALITY POLICY

### Textile, Acrylic Fibre & Overseas Spinning Business

Textile, Acrylic Fibre & Overseas Spinning Business of Aditya Birla Group recognizes that Quality- conforming to customers explicit and implicit expectations- is critical for sustainable growth business. Across our operations, we believe that quality is cost effective, builds confidence and trust; and delivers value not only to customers but also to suppliers, employees and communities and accordingly we are committed to produce high quality products .

#### Every unit in the business shall endeavour to:

- Maintain positive legal compliance to applicable statutory and regulatory requirements and conformance to the Aditya Birla Group Sustainable Business Framework;
- Identify and pursue opportunities to enhance customer satisfaction;
- Communicate actively and regularly with our customers and other stakeholders;
- Provide mechanisms to raise issues or concerns regarding the quality of a product or service and to address those issues or concerns in a timely and appropriate manner;
- Motivate and empower our employees in achieving customer satisfaction by providing them with the necessary tools, knowledge, systems and work-place environment;
- Explore opportunities to innovate through technology, materials and work practices;
- Influence our contractors, suppliers and other organisations with whom Aditya Birla Group has leverage to adopt our Sustainable Business Framework and to encourage and support the development of equivalent management systems;
- Establish clear accountability by assigning adequate resources and responsibilities for the effective management of risks to the quality of the product or service; and
- Set objectives to drive continual improvement through efficient business processes, best sustainability practices and optimal customer relationships.

This policy will be reviewed periodically for its suitability and updated as necessary.



CEO, Textiles & Acrylic Fibre

Business Head – Textile, AF and OS Business

Date: 04<sup>th</sup> Aug 2018

CEO, Overseas Spinning.



ADITYA BIRLA GROUP

## **SAFETY POLICY**

### **Textile, Acrylic Fibre & Overseas Spinning Business**

Textile, Acrylic Fibre & Overseas Spinning Business of Aditya Birla Group believes that the well-being of our company and stakeholders is dependent on the health and safety of our workforce. We are committed to preventing the accidental loss of any of our resources, including employees and physical assets and damage and loss to lives and property in our surroundings with target of 'ZERO HARM'

#### **To fulfill this commitment to protect both people and property, we will:**

- Work with the fundamental belief that all injuries and acute occupational illness can and must be prevented. Working safely is a condition of employment.
- Maintain positive legal compliance to work place safety regulations and other requirements,
- Provide a safe work place by identifying, assessing, and reducing risks to as low as reasonably practicable (ALARP) from process, machinery, infrastructure and human behaviour;
- Achieve continual improvement in our safety performance by setting objectives/targets, developing, deploying and maintaining standards and systems;
- Develop the will, knowledge and skill among employees / contractors / partners to demonstrate their involvement, responsiveness and accountability to achieve sound safety practices and performance.
- Continue to strengthen our systems and procedures for preventing and mitigating any potential emergency situations.
- Continue to measure, monitor and benchmark our safety practices and performance and publish a report for general communication.
- Conduct regular audit and take actions on audit findings/ observations to ensure continued conformance to system requirements.
- Report and investigate all incidents for learning and to prevent reoccurrence.

This policy will be reviewed periodically for its suitability and updated as necessary.



**CEO, Textiles & Acrylic Fibre**

**Business Head – Textile, AF and OS Business**

**Date: 04<sup>th</sup> Aug 2018**

**CEO, Overseas Spinning.**





ADITYA BIRLA GROUP

## SECURITY POLICY

### Textile, Acrylic Fibre & Overseas Spinning Business

Textile, Acrylic Fibre & Overseas Spinning Business of Aditya Birla Group consider protecting personnel and property from damage and denying unauthorized access to facilities, equipment and resources including information, is its bounden duty. Slippages in both physical and information security can harm its business, employees, customers, suppliers and public at large.

#### To fulfill this commitment to protect both people and property, we will:

- Maintain physical and information security across our operations, in accordance with industry standards and in compliance with legislative requirements;
- Deploy deterrence, intrusion detection and access controls to ensure physical security and manage IT administration, password ,backup and recovery processes, user access rights and restrictions and remote access ; and network design to ensure information security;
- Share responsibility for security amongst employees. Secure work practices and job procedures will be clearly defined and practiced;
- Comply with good security practices relating to planning, operation and maintenance of networks, facilities and equipment;
- Raise security awareness of employees at all levels of our operations through training and creative, diverse and effective channels of communication;
- Our security practices and actions will not transgress or violate the rights of other stakeholders viz., human rights of communities and right to information of any stakeholder;
- Influence our contractors and suppliers, appropriately, to adopt similar security practices
- Protect the information of our customers and suppliers that is made available to us as it is required by applicable laws, contractual obligations, voluntary obligations and good practices; and
- Actively communicate and disclose our approach and achievements to stakeholders.

This policy will be reviewed periodically for its suitability and updated as necessary.



CEO, Textiles & Acrylic Fibre

Business Head – Textile, AF and OS Business

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CEO, Overseas Spinning.



## **STAKEHOLDERS ENGAGEMENT POLICY**

### **Textile, Acrylic Fibre & Overseas Spinning Business**

Textile, Acrylic Fibre & Overseas Spinning Business of Aditya Birla Group recognizes that effective stakeholder engagement contributes to the development of trust-based and transparent stakeholder relationships. We commit ourselves to transparent and accountable stakeholder engagement with all those impacted by and impact our business.

#### **Every unit in the business shall endeavour to:**

- Maintaining positive legal compliance to applicable stakeholder engagement and disclosure regulations and conforming with the requirements of the Aditya Birla Group Sustainability Framework;
- Ascertaining the nature of impacts on stakeholders, their legitimate concerns, interests and expectations as well as their potential influence on the Aditya Birla Group analysing the implications of those factors on business operations;
- Embedding the principles of inclusiveness, transparency, materiality, completeness and cultural appropriateness in all our engagement activities;
- Seeking to disclose information about the company's activities in a timely and culturally appropriate manner to allow for informed and meaningful engagement;
- Resolving stakeholder grievances in a timely and culturally appropriate manner;
- Establishing clear accountability by assigning adequate resources and responsibilities for effective stakeholder engagement;
- Designing appropriate engagement methods and plans that meet international standards, are tailored to the stakeholders' needs and have well-defined objectives and outcomes that can be documented and monitored;
- Promoting awareness of the principles and procedures for stakeholder engagement with employees at various levels of our operations through training and communication;
- Undertaking engagement in a non-discriminatory and interactive manner that encourages stakeholders to provide feedback and engage positively with the business operations;
- Continually improving stakeholder engagement performance by sharing good practices and learnings from the engagement process, setting and reviewing targets and monitoring, reporting and disclosing performance; and
- Seeking to learn from globally recognised and accepted subject matter experts in order to strengthen the input data for our future proofing processes.

This policy will be reviewed periodically for its suitability and updated as necessary.



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**Business Head – Textile, AF and OS Business**

**Date: 04<sup>th</sup> Aug 2018**

**CEO, Overseas Spinning.**



## **SUPPLY CHAIN AND PROCUREMENT POICY** **Textile, Acrylic Fibre & Overseas Spinning Business**

Textile, Acrylic Fibre & Overseas Spinning Business of Aditya Birla Group recognizes the contribution of suppliers in generating value and managing risks. We shall commit to make best efforts for positive compliance along the supply chain with all applicable environmental, social and economic regulations and good practices.

### **Every unit in the business shall:**

- Ensure compliance to the local, national and international legislation within the supply chain adherence to the ABG Code of Global Business Ethics and Compliance Standards, conformance to the ABG Sustainability Framework requirements & our Business Suppliers & partners code of conduct ;
- Create a supply chain that is resilient and viable in presence of risks and opportunities potentially arising from the external legal, technical, environmental and societal megatrends as part of our business future-proofing programme;
- Build capability within the supply chain and work towards creating best in class supply chain solutions;
- Adhere to the principle of traceability to the origin of goods throughout the supply chain;
- Promote resource conservation, use of alternative materials and renewable energy, water stewardship, safety, health, respect for human rights and elimination of child and forced labour across the supply chain;
- Build capability within the supply chain and work towards creating best in class supply chain solutions;
- Influence our suppliers to adopt the Aditya Birla Group Sustainability Framework policies and standard and encourage developing an equivalent management system throughout the supply and value chain; and
- Actively communicate and disclose our approach and achievements to the suppliers.
- Create a supply chain that is resilient and viable in presence of risks and opportunities potentially arising from the external legal, technical, environmental and societal megatrends as part of our business future-proofing programme.

This policy will be reviewed periodically for its suitability and updated as necessary.



**CEO, Textiles & Acrylic Fibre**

**Business Head – Textile, AF and OS Business**

**CEO, Overseas Spinning.**

**Date: 04<sup>th</sup> Aug 2018**



ADITYA BIRLA GROUP

## **TRANSPORTATION POLICY** **Textile, Acrylic Fibre & Overseas Spinning Business**

Textile, Acrylic Fibre & Overseas Spinning Business of Aditya Birla Group recognizes the cost implications, safety aspects and impacts on environment and society, due to transportation of people, raw materials and products.

### **In our endeavor to reduce impact due to transportation, every unit in the business shall:**

- Ensure compliance with applicable regulations and the requirements of the ABG Sustainability Framework;
- Establish a leadership team to provide governance of transportation program design and implementation;
- Adopt technology enabled features to improve safety and endeavour to minimize environmental impacts in ABG transport fleet as well as contract and logistics services;
- Influence our suppliers and vendors to adopt a similar, sustainable approach towards their deliveries into our sites;
- Train employees, contract workers and logistics partners on our transportation requirements, safety standards and practices for effective program management;
- Set-up feedback mechanisms for employees, drivers and partners for continual improvement of our transportation programmes;
- Establish metrics and goals to track incidents, resource consumption and emissions and report our progress;
- Develop emergency plans; and
- Continually improve the efficiency and reduce the risks associated with our transportation management systems.

This policy will be reviewed periodically for its suitability and updated as necessary.



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**CEO, Overseas Spinning.**

**Business Head – Textile, AF and OS Business**

**Date: 04<sup>th</sup> Aug 2018**



## **WATER STEWARDSHIP POLICY** **Textile, Acrylic Fibre & Overseas Spinning Business**

The Textile, Acrylic Fibre and Overseas Spinning business of Aditya Birla Group, recognises that water resource is critical for supporting ecology, life and productive processes and is an important issue currently affecting the planet. We comprehend the risk of dependence on water resources that have competing users including ecological systems. We are committed to take actions within our business and value chain and work with our stakeholders to find long-term solutions to reduce our water consumption and preserve the functional support of water resources that we impact.

### **Every unit of our business shall endeavour to:**

- Maintain positive legal compliance to water related laws and regulations and conform to the requirements of Aditya Birla Group Sustainability Framework;
- Minimize our impact on water resources from operations by measuring and understanding water use, management and wastewater discharge;
- Reduce freshwater consumption by re-use and recycling water;
- Continually improve performance of water management across the companies' supply and value chains through effective and economically viable management systems and best practices;
- Involve our employees and contract workers in water conservation initiatives;
- Engage with our stakeholders and communities to increase their awareness on the responsible use of water and involve them in protection / regeneration of water resources; and
- Monitor, measure, report the progress and performance of water conservation and management initiatives in compliance with internationally recognized protocols and communicate approach and achievements to relevant stakeholders.

This policy shall be reviewed periodically for its suitability and updated as necessary.



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**CEO, Overseas Spinning.**

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**Date: 04<sup>th</sup> Aug 2018**



ADITYA BIRLA GROUP

## **FUTURE PROOFING POLICY**

### **Textile, Acrylic Fibre & Overseas Spinning Business**

The Textile, Acrylic Fibre and Overseas Spinning business of Aditya Birla Group recognises the importance of taking a long-term view; of being proactive and positively shaping markets that enable business and society to flourish now and going forward; and how both are key for our businesses to be successful for decades to come.

We are committed to taking a strategic approach to managing uncertainty. We know that we cannot predict what the future will bring, but we endeavour to be prepared for the different developments and are poised to capitalize on different possible opportunities as they emerge.

We shall strive to manage and proactively minimise the risks that the global megatrends and unexpected events might present. We seek to be adaptable, agile and to use foresight to ensure our business models, operations, acquisitions and projects are not locked into unsustainable paths. We aim to maintain a balance of focus between the short term and long-term business success in financial and strategic processes. We believe in future proofing our businesses.

#### **All our units endeavours to achieve this by:**

- Ensuring our leaders hold the necessary skills and have access to the information and tools needed to operate in an uncertain, long term context; are motivated to operate with long term success in mind; and are responsible for integrating this within our processes;
- Using future proofing techniques to uncover the legal, technical, environmental and social shifts that may pose business opportunity and risk;
- Scanning for trends and signals of change that affect our market context in its broadest sense, including resource constraints and societal trends that could disrupt our businesses, and using these global insights in our strategies, portfolio decisions and all types of planning. We will do this on an on-going basis by constantly engaging with strategic stakeholders to understand what long-term future could be emerging; and
- Understanding what can and cannot be predicted about our future and taking an appropriate management approach for managing the impacts of change:
  - Preparing our operations, products and services to succeed given what can be predicted, for instance a more water constrained world;
  - Where there are uncertainties, planning for success in multiple possible future contexts through using techniques such as scenario planning; and
  - Mitigating possible sources of business and growth constraint, and being prepared with response plans for possible disruptions in order to support successful continuity of our activities and protect value.

This policy shall be reviewed periodically for its suitability and updated as necessary.



**CEO, Textiles & Acrylic Fibre**



**CEO, Overseas Spinning.**



**Business Head – Textile, AF and OS Business**

**Date: 04<sup>th</sup> Aug 2018**



ADITYA BIRLA GROUP

## **CRISIS MANAGEMENT POLICY**

### **Textile, Acrylic Fibre & Overseas Spinning Business**

The Textile, Acrylic Fibre and Overseas Spinning business of Aditya Birla Group is having presence in various geographies. We recognize the importance of building a common understanding of Crisis Management for any incident or series of incidents that can escalate into a crisis, with an objective to protect life, the environment, assets, brand, reputation and stakeholder confidence. We are committed to provide leadership and an effective Crisis Management framework to ensure consistency in planning and a timely response to an incident or situation that may be designated as a Crisis.

#### **All our units endeavours to:**

- Establish site emergency plans at all sites to manage events;
- Establish and maintain a Crisis Management manual, including an escalation protocol, and appropriate Business Continuity / Disaster Recovery plans to maintain production and customer service levels;
- Ensure compliance with applicable legal and regulatory requirements and conform to the requirements of Aditya Birla Group Crisis Management Technical Standard;
- Establish and maintain a Crisis Management organization with defined roles and responsibilities for managing a Crisis;
- Establish a crisis management governance programme to oversee the development and maintenance of a crisis management plan that also fosters and reinforces organisational resilience (and if appropriate covers crises at key outsourced or supplier sites);
- Identify generic outcomes and quantify the impact of incidents whose severity is sufficient that they would be designated as a Crisis;
- Identify response options to be invoked in the event that an incident is declared as a Crisis;
- Plan for and provide access to physical and technical resources likely to be required during the management of a Crisis;
- Ensure a communication protocol is established and functional to disseminate timely and accurate information among internal and external stakeholders during a crisis;
- Establish a programme of training, desk-top tests and full-scale drills designed to simulate high risk incidents and crisis scenarios; and
- Pursue excellence through continuous improvement based on learnings from Crisis scenarios and drill programmes.

This policy shall be reviewed periodically for its suitability and updated as necessary.



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