



Finolex Industries Limited

Policy on Inclusive and Equitable Development

At Finolex Industries Limited, we strongly believe profitability and responsibility are inseparable. For us, community empowerment is a source of opportunities and value creation for our stakeholders. We believe every individual has the power to change the world and the right to live with dignity. This policy encourages the Company to innovate and contribute to the overall development of the country with a specific focus on disadvantaged, vulnerable and marginalized communities.

Vulnerable and Marginalized Groups here means a group of individuals who are unable to realize their rights or enjoy opportunities due to adverse physical, mental, social, economic, cultural, political, geographic or health circumstances. These groups in India can be identified on the basis, inter- alia, of the following:

- Gender and transgender (women, girls etc.)
- Age (children, elderly etc.)
- Descent/identity/ethnicity (caste, religion, scheduled castes, scheduled tribes, etc.)
- Occupation (displaced, landless small / marginal farmers, migrant workers, etc.)
- Persons with disability
- Political or religious beliefs

This policy on Inclusive and Equitable Development reinforces the Company's commitment to societal welfare and community development. The premise of the Policy is as under:

1. The Company shall strive to commit itself to minimize any adverse impacts that it has on social, cultural and economic aspects of society including arising from land acquisition and use, manufacturing operations and other facilities.
2. The Company shall adopt and respond to national and local development priorities and understand the needs and concerns of local communities, particularly vulnerable and marginalised groups and in regions that are underdeveloped, while designing and implementing its Corporate Social Responsibility (CSR) programmes.
3. The Company shall develop appropriate systems and processes in place to identify, measure, and mitigate the negative impacts of the business on the communities, specifically on the vulnerable and marginalized sections of society.
4. The Company shall strive to stay committed to promote the well-being of all segments of society, including vulnerable and marginalized groups by innovating and investing in products, advancement of technologies and processes.
5. The Company shall pursue CSR activities and programs in underdeveloped regions based on the national interest, local needs, and priority of intervention action in accordance with its Corporate Social Responsibility Policy.