



Our governance framework

Our Global Code of Conduct forms the foundation of our governance framework. Curated policies laid down by the Board further guide our governance processes. Our governance framework ensures strict adherence to regulatory requirements across our business activities. In line with our commitment to a 'beyond-compliance' approach, we have constituted a Corporate Governance and Ethics Committee to strengthen oversight on compliance with corporate governance guidelines as well as applicable laws and regulations.

The committee is also responsible for making recommendations to the Audit Committee, and thereby to

the Board, on matters linked to corporate governance and compliance, including corrective actions to be undertaken. Our CSR Committee guides the management on decisions pertaining to environmental and social topics. For FY21, we received two shareholder complaints, which were resolved satisfactorily. Additionally, there were no complaints concerning the rights of indigenous people, child labour, forced labour, freedom of association, the right of collective bargaining and discrimination. We had no significant instances of non-compliance with laws and regulations pertaining to social and economic areas in FY21.

GLOBAL CODE OF CONDUCT

Board of Directors

Audit Committee

CSR
Committee

Corporate
Governance and
Ethics Committee

Risk Management
Committee

Stakeholders
Relationship
Committee

Nomination and
Remuneration
Committee

CSR Policy

SPIL Compliance Policy

Risk Management Policy

Whistle Blower Policy

Remuneration Policy

Related Party Transactions
Policy

Policy on Material
Subsidiaries

Dividend Distribution Policy

GRI 102-5, GRI 102-16, GRI 102-18, GRI 103-1, GRI 103-2, GRI 103-3, GRI 406-1, GRI 419-1