



**T. V. Today Network Limited**

## **Business Responsibility & Sustainability Policy**

**Version: 1**

**Version approved by: Board of Directors**

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## **1. BACKGROUND**

This Policy on Business Responsibility ('BR Policy' or 'Policy') has been framed pursuant to the requirements of Regulation 34(as amended from time to time) of and other applicable provisions of the Listing Regulations and is intended to ensure that the Company contributes towards sustainable development and fulfills its social, environmental and economical responsibilities.

This Policy reaffirms the Company's commitment to follow the 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 Ministry of Corporate Affairs towards conducting its business, now called as the National Guidelines on Responsible Business Conduct (NGRBC).

## **2. OBJECTIVE**

The objective of this policy is to define the Company's position regarding ESG and provide our employees with guidelines related to ESG for our decision-making processes. The policy will also be used as a tool to communicate to our stakeholders that how Company integrates ESG considerations into business decision-making processes across all service and product offerings.

Furthermore, the NGRBC encourages us to ensure that not only do we follow these guidelines in business contexts directly within our control or influence, but that we also encourage and support our suppliers, vendors, distributors, partners and other collaborators to follow them.

## **3. IMPLEMENTATION**

The ESG committee oversees the Business Responsibility and is responsible for implementing the Business Responsibility initiatives of the Company. The Committee shall be responsible for, providing clarifications on the policy, guiding the staff in implementation, reviewing the results, audit, impact assessment, etc.

## **4. GUIDING PRINCIPLES**

### **Principle 1: Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable**

The Company is committed to maintaining the highest standards of ethics in all spheres of its business activities. The Board of Directors and Senior Management have a responsibility to set exemplary standards of ethical behaviour.

It recognizes that businesses are an integral part of society and that they will hold themselves accountable for the effective adoption, implementation and the making of disclosures on their performance with respect to the Core Elements of these Guidelines.

The Executive Management shall constantly inculcate ethical behaviour at all levels across the Company so that it becomes an essential part of its work culture. Every employee of the Company shall conduct himself and lead on behalf of the Company with professionalism, honesty and integrity, while conforming to high moral and ethical ground.

- The Company has developed Code of Conduct and directors, management and employees at all levels will abide by it for adherence to highest standards of personal and professional integrity, honesty and ethical conduct, while working for/representing the Company at any place and dealing with the stakeholders across the value chain.
- All business decisions and transactions with the customers and other stakeholders shall be fair, transparent amenable to disclosure and be visible to the concerned stakeholder. The Company shall ensure maximum appropriate disclosure to its various stakeholders without impacting its strategic intent.
- The Board of Directors shall be responsible for ensuring that the Company complied with the applicable statutory laws. The Board of Directors shall review the compliance of all applicable laws at such frequency, as may be decided by them.
- The Company shall strive to ensure that transparent, correct and relevant information, pertaining to its products and services, is disseminated through its advertising material and information displayed/broadcasted on T.V., digital platforms, radio etc.
- The Company shall ensure that disclosures required to be made in business documents, statutory forms, declarations, advertisements are correct and complete in all sense.
- The Company shall have a zero tolerance for bribery and corruption in its business dealings. All officers and employees of the Company shall not, directly or indirectly, solicit or accept any personal fee, commission or any form of remuneration arising out of a transaction involving the Company. This includes gifts or other benefits, which might be extended at times, to influence business decisions.
- The Company shall not support any specific political party or candidate for political office. The Company's conduct shall preclude any activity that could be interpreted as mutual dependence/ favour with any political body or person.
- The Company believes in free and open competition and shall not indulge in any anti-competitive or unfair practice or abuse its dominant position in the market.
- The Company shall avoid complicity with the violative practices by any third party to the extent possible.
- The Company shall not involve in accepting and/or giving gifts, freebies, or other benefits from/to customers, stakeholders, vendors while conducting its affairs.
- The Company shall strive that its vendors and supply chain partners also undertake their activities by following ethical and transparent practices.

**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe**

The Company is a news publication and broadcasting company and is not engaged in a business concerning design of products/ services that could raise economic risks and/or hazardous

opportunities. The Company shall, however, strive to reduce its own carbon footprints, influence the stakeholders to encourage them to reduce their footprints and engage with the employees to help reduce their personal foot prints.

- The Company remains committed in ensuring compliance with all applicable quality regulations and standards. We regularly monitor our performance in our endeavour to improve existing processes and minimize any adverse impact of our operations across safety, health and environment parameters.
- The Company shall at all times create consumer awareness about their rights as customers, terms and conditions of cable subscription etc. in the marketing communication as per the regulatory norms adopted by the Company.
- While designing its products viz., advertisements, program contents, etc. that largely pertain to general customers, the Company shall give due regard to social, ethical and environmental considerations as also respect the rights of people who may be the owners of traditional knowledge and other forms of intellectual property.
- The Company shall always strive to treat all its stakeholders and customers with dignity, respect and due understanding by treating everybody equal.
- The Company shall, at all times, strive to upgrade the work culture and take such initiatives that work towards the conservation of the surrounding environment.
- The Company, while sourcing from vendors will strive to ensure that goods and services are procured on sustainable basis.

**Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**

The Company recognize that employees and business partners are an integral part of our business model. All our employee development policies are driven on the pillars of Inclusivity, Fairness and Diversity.

- The Company shall refrain from employing child labour, forced labour or any form of involuntary labour, paid or unpaid in any of its offices.
- The Company shall advocate a business environment that favours the concept of equal employment opportunities for all without any discrimination with respect to caste, creed, gender, race, religion, disability or sexual orientation.
- The Company shall strictly abide with the rules and regulations stipulated by local governments on minimum wages to be paid to employees. The Company shall treat the employees equal and shall not discriminate on basis of caste, creed or gender for payment of remuneration to the employees.
- The Company shall put systems and processes in place to support the work-life balance among all its employees.
- The Company shall provide safe working environment to all employees and protect them from sexual harassment by all means.
- The Company shall at all times provide safe and hygienic working conditions to all its employees in order to provide the safe working environment and surroundings.

- The Company shall identify needs and grant necessary training to the employees to develop their skills and overcome such gaps as may be identified during the appraisal processes. On-the-job training, job rotation or training through various programmes – internal, external or international shall be offered to employees to upgrade their competencies.
- The Company shall provide a workplace environment that is safe, hygienic, humane, and comfortable and which upholds the dignity of the employees. It shall provide facilities for the well-being of its employees including those with special needs.
- The Company shall comply with the statutory provisions with regard to health, safety and well-being of its employees. Specific provisions contained in the labour laws ensuring health, safety, hygiene, comforts and well-being of employees shall be complied in letter and spirit.
- The Company shall strive to ensure that its vendors and supply chain partners are fully compliant with the applicable labour laws and are not engaged in activities related to child labour, forced labour or any form of involuntary labour, paid or unpaid in any of their offices.
- The Company shall ensure that its human resource policies are prepared considering the aforesaid.

#### **Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders**

The Company recognizes that businesses operate in an eco-system comprising a number of stakeholders, beyond shareholders and investors, and that their activities impact natural resources, habitats, communities and the environment.

The Company acknowledges that it is the responsibility of businesses to ensure that the interests of all stakeholders, especially those who may be vulnerable and marginalized, are protected.

The Company aligns its business activities and strategy to stakeholder interests in order to maximize impact and deliver value-generated outcomes.

- The Company shall follow ethical practices so as to ensure that no inconvenience is caused to any of its internal and external stakeholders. The Company shall thrive to protect the rights and interests of the Stakeholders' in the course of performing its operations.
- The Company shall provide for feedback mechanism for stakeholders to assess the impact of the Company's policies, decisions and services.
- The Company shall have continuous engagement with its various stakeholders to understand their concerns and assess their requirements and respond to their needs in the most effective manner.

#### **Principle 5: Businesses should respect and promote human rights**

This Principle recognizes that human rights are rights inherent to all human beings, and that everyone, individually or collectively, is entitled to these rights, without discrimination. It further recognizes that human rights are inherent, inalienable, interrelated, interdependent and indivisible.

- The Company shall comply and adhere to all the human rights related laws and guidelines as prevailing in its area of operation.
- The Company shall recognize and respect the human rights of all relevant stakeholders, including that of its employees, viewers, shareholders, investors and the public at large.
- The Company shall have in place such policies, structures and procedures that demonstrate respect for the human rights of all stakeholders impacted by its business.
- The Company shall strive to abide with the aforesaid principle and discourage violating practices by any third party to the extent possible. The Company shall also not be complicit with human rights abuses by a third party.
- The Company shall promote the awareness and realization of human rights across its organization and value chain partners.
- The Company will ensure that all individuals and groups whose human rights are impacted by them have access to effective grievance redressal mechanisms within the organization.

#### **Principle 6: Businesses should respect and make efforts to protect and restore the environment**

The Company acknowledges that environmental responsibility is a prerequisite for sustainable economic growth and for the well-being of society.

The Principle emphasizes that environmental issues are interconnected at the local, regional and global levels, which makes it imperative for businesses to address issues like pollution, biodiversity conservation, sustainable use of natural resources and climate change (mitigation, adaptation and resilience) in a just, comprehensive and systematic manner.

- The Company shall promote ecological sustainability and green initiatives by adopting energy saving mechanisms, sensitizing employees to reduce carbon footprint of the Company.
- The Corporate Social Responsibility (CSR) initiatives undertaken by the Company shall *inter-alia* be focussed on measures related to environment protection s
- The Company shall communicate openly with all key stakeholders including suppliers, service providers, contractors and key business partners for improving environment, health and safety performances.
- The Company commits itself to take all necessary initiatives towards continued reduction in the utilisation of natural resources and also manmade resources.
- The Company shall also promote and encourage the viewers through its advertisement content to adopt environmentally friendly goods and services.

**Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

As a corporate citizen, the Company understands its responsibility to operate within the democratic setup and constitutional framework.

- The Company, being in the business of broadcasting, digital media and radio shall strive to be a part of various chambers and associations and make recommendations/representations before regulators and associations for advancement and improvement of these sectors in India.
- The executives of the Company shall, upon invitation, participate and play an active role in committees, associations etc., constituted for carrying out any research or developmental work in this field.
- The Company shall perform the function of policy advocacy in a transparent and responsible manner while engaging with all the authorities and shall take into account the Company's as well as the larger national interest.
- The Company believes that policy advocacy must preserve and expand public good and thus shall never advocate any policy change to benefit itself alone or a select few in a partisan manner.

**Principle 8: Businesses should promote inclusive growth and equitable development**

Upliftment of communities has always been an integral part of our business strategy. Co-creating a holistic, equitable and inclusive society underpins the company's ambition to deliver long-term value creation across its business activities. We consistently strive to create meaningful impact on the lives of all our stakeholders, particularly addressing key requirements of vulnerable and marginalized sections of society.

- The Company shall strive to undertake CSR initiatives in the areas of education, healthcare, sanitation, community development, environment, etc., that promote the well-being of the society.
- The Company strives to increase its presence in remote areas and rural parts of the country including through its distribution channels.

**Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner**

At TV Today, we are committed to gold standard of journalism, responsible growth and delivering superior services to our consumers. The customer satisfaction is the key to our growth and success in this line of business. The Group strives hard to provide better services to customers at large.

- The Company shall provide a facility to its viewers/ stakeholders to record their grievances/feedback as required under regulatory norms which also enables the Company to redress the same and maintain high service standards.
- Wherever required, the Company shall escalate the complaints to the level of business heads, regional heads/ functional heads and the Managing Director.
- The Company shall ensure that any complaint received in relation to content of TV channels raised by any viewer are duly redressed/ responded in a fair manner.



## **5. POLICIES**

In addition to the Policy, the Company may implement other policies and processes which aims to implement the policy objectives and commitments outlined in this Policy.

## **6. REVIEW**

The Policy shall be reviewed by the Board or any other Committee as may be authorised by the Board in this regard as and when deem necessary.

## **7. AMENDMENT**

Any change in the Policy shall be approved by the Board of Directors or any of its Committees (as may be authorized by the Board of Directors in this regard). The Board of Directors or any of its authorized Committees shall have the right to withdraw and / or amend any part of this Policy or the entire Policy, at any time, as it deems fit, or from time to time, and the decision of the Board or its Committee in this respect shall be final and binding. Any subsequent amendment / modification in the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and / or any other laws in this regard shall automatically apply to this Policy.