



T.V. TODAY NETWORK LIMITED

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POLICY ON **BUSINESS RESPONSIBILITY**

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1. ABOUT THE COMPANY:

T.V.Today Network Limited (**'Company'**) is a public company limited by shares incorporated on December 28, 1999, under the Companies Act, 1956 (Corporate Identity Number L92200DL1999PLC103001).

The Company has listed its equity shares on the BSE Limited and the National Stock Exchange of India Limited and as such the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (**'Listing Regulations'**) including the listing agreements executed with the recognized stock exchanges, are applicable and binding on it.

2. SCOPE AND PURPOSE:

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.

In view of the above, the Board of Directors of the Company (**'the Board'**) has approved this Policy at its meeting held on 2nd December, 2016.

3. APPLICABILITY:

This Policy applies to all the directors and employees of the Company across all its functions and branches.

This Policy shall be effective from the date of its adoption by the Board i.e. 2nd December, 2016.

4. IMPLEMENTATION:

Mr. Aroon Purie, Chairman and Managing Director shall have the authority to oversee the implementation of this Policy and shall be designated as Business Responsibility Head (**BR Head**). The BR Head shall be responsible for implementing the Business Responsibility initiatives of the Company and shall be assisted by a team having multi-disciplinary backgrounds. He shall be responsible for, providing clarifications on the policy, guiding the staff in implementation, reviewing the results, audit, impact assessment, etc.

The BR Head shall be the reviewing authority of this Policy, subject to the approval of the Board.

5. KEY PRINCIPLES:

5.1 ETHICS, TRANSPARENCY AND ACCOUNTABILITY

The Company is committed to maintain 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 behavior. The Executive Management shall constantly inculcate ethical behavior 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.

Apart from the Code of Conduct required as per various laws, rules and regulations from time to time, the Company additionally has in place TVTN Code of Conduct and Business Ethics ('the Code') for all its directors and employees across the Company. The Code lays down strict guidelines for adherence to highest standards of personal and professional integrity, honesty and ethical conduct, while working for/representing the Company at any place. All the employees including Directors and Senior Management Personnel shall abide by the Code of Conduct framed by the Company. Any violation of the Code of Conduct shall be viewed strictly and lead to disciplinary action as laid down in the Code which may be extended to internal or external investigation based on the merits of the situation. The journalists interacting with the stakeholders, customers and vendors shall follow the guidelines laid for them as framed by the Company and amended from time to time. 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 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 on the digital platforms.

The Company shall ensure that disclosures required to be made in business documents, statutory forms, declarations, advertisements are correct and complete in all sense. Disclosures shall be governed by the Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information, Determination of Materiality Policy and such other applicable policy as may be framed by the Company, from time to time.

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.

5.2 SAFETY AND SUSTAINABILITY OF GOODS AND SERVICES

The Company is a news publication and broadcasting company from the Broadcasting & Cable TV industry 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, while broadcasting content, shall abide by the regulations and guidelines issued by the Telecom Regulatory Authority of India (TRAI), Ministry of Information & Broadcasting and the self- regulatory guidelines issued by Indian Broadcasting Federation (IBF) and its arm Broadcasting Content Complaint's Council (BCCC) from time to time. The Company shall undertake regular assessment of its program qualities as to confirm with the guidelines on broadcasting and information dissemination as laid down by the government.

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.

5.3 WELL BEING OF ALL EMPLOYEES

The Company shall ensure better flow of information and understanding among its employees and provide all relevant employee benefits. The Company shall adopt a culture that facilitates a sense of belonging, loyalty and commitment amongst the employees and facilitates free access to the members of senior management for sharing ideas, suggestions and grievances.

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 favors 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 promote 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. Any such instance shall be dealt promptly, sensitively and confidentially in the most judicious and unbiased manner as per the provisions enlisted in the Prevention of Sexual Harassment Policy laid down by the Company read with the labour law policies of the Company. 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 at all times provide safe and hygienic working conditions to all its employees in order to provide the safe working environment and surroundings.

Attracting and retaining talent involves many facets including employee engagement, mentoring, training and career development, empowerment and grant of stock options. The Company shall at

its discretion provide such offers and facilities to the employees or class of employees for the purpose of luring them or for the purpose of retaining them.

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 knowledge so acquired by the individual should supplement his/her domain expertise as well as blend with the business goals of the Company. Employees mentoring would help in spreading and blossoming talent.

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.

5.4 PROTECTION OF STAKEHOLDERS' INTEREST

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 website of the Company shall provide for feedback mechanism for stakeholders to assess the impact of the Company's policies, decisions and services. The feedback shall be given to the concerned person or Committee.

The Company shall have continuous engagement with its various stakeholders to understand their concerns and assess their requirements and respond to their needs in a most effective manner.

5.5 RESPECTING AND PROMOTING HUMAN RIGHTS

Human rights being inherent, universal, indivisible and interdependent in nature, 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 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.

5.6 RESPECTING AND PROTECTING THE ENVIRONMENT

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 be driven towards the cleanliness drive of the Indian Government called – Swacchh Bharat Abhiyaan.

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 promote the aforesaid principle by way of CSR initiatives undertaken and also proactively promote the same across the value chain by mandating compliance by various stakeholders.

The Company shall also promote and encourage the viewers through its advertisement to adopt environmentally friendly goods and services.

5.7 PUBLIC AND REGULATORY POLICY

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, shall strive to be a part of various chambers and associations and make recommendations/ representations before regulators and associations for advancement and improvement of broadcasting sector 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. Presently, the Company is a member of the News Broadcasters Association (NBA), Indian Broadcasting Federation (IBF) and Association of Radio Operators for India (AROI). In addition to these associations, the Company may at anytime, if the circumstances so warrant on the part of the Company to contribute for the promotion of the industry's interest and development, be a part of other associations, chambers, organisations, societies, etc. An illustrative (not exhaustive) list of such associations/organisations is given below:

- Association of Indian Magazines
- Association of Publishers in India
- The Federation of Indian Publishers
- The Federation of Publishers' & Booksellers' Associations in India
- Delhi State Booksellers Publishers Association

- News media Association of India
- Media Federation of India
- Newspaper & Media Association
- Indian Press Association
- Advertising Agencies Association of India
- The Indian Society of Advertisers
- Journalists Federation of India
- Journalist Association of India
- Indian Journalists Union
- National Union of Journalist
- Journalist Association
- All India Freelance Journalists Association (AFJA)

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.

5.8 INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

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

5.9 ENGAGING AND ENRICHING CUSTOMER VALUE

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. Senior personnel shall be deputed to ensure redressal within the prescribed turnaround times.

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 complain in relation to content of TV channels under the Code of Ethics & Broadcasting Standards and News Broadcasting Standards (Disputes Redressal) Regulations of News Broadcasters Association (NBA) received by any viewer are duly redressed/ responded in fairness manner.
