

KAJARIA CERAMICS LIMITED
BUSINESS RESPONSIBILITY POLICY

PREAMBLE

Kajaria Ceramics Limited ('Company') firmly believes that the social, environmental and economic values are interlinked and determines the significance of its commitment to ensure a positive impact of the existence of the Company on all its stakeholders.

In order to make a difference, the Company has to work with a unified and common approach in all dimensions of its business responsibility, to create a sustainable & inclusive growth for all. The Company aims to integrate the principles of sustainability throughout its value chain and stakeholders.

This Policy is prepared as per Regulation 34(2)(f) of the Listing Regulations, which requires to formulate Business Responsibility Policy and include Business Responsibility & Sustainability Report in their annual report describing the initiatives taken from an environmental, social and governance perspective.

SCOPE

For sustainable development, the management of the Company will continue and enhance its efforts to strike proper balance between economic, social and environmental performance in dealings with various stakeholders of the Company namely customers, investors, lenders, deposit holders and the society.

This Policy endorses the Company's commitment to follow principles and core elements in conducting its business laid down in the National Guidelines on Responsible Business Conduct by the Ministry of Corporate Affairs. This Policy shall be in addition of and furtherance to the existing Code of Business Conduct and Ethics of the Company.

This Policy covers all principles as prescribed under the Act / the Listing Regulations, from time to time and applies to all the directors and employees of the Company across all its functions, units and branches.

IMPLEMENTATION

The Managing Director of the Company shall be responsible for implementing the Business Responsibility Policy assisted by a team having multi-disciplinary backgrounds and may delegate such authority as and when deemed fit in favour of the other officials of the Company for the implementation of Business Responsibility Policy.

The Business Responsibility and Sustainability Committee will oversee the implementation of the Policy along with the other terms of references as determined by the Board of Directors of the Company or as may be required under the applicable laws, from time to time. The Committee shall conduct the meetings as and when required or as may be required under the applicable laws. The Company Secretary of the Company shall act as Secretary to the above said Committee.

DEFINITION

"Board" shall mean Board of Directors of the Company.

"Companies Act" shall mean the Companies Act, 2013 and the rules made thereunder including the statutory modifications or re-enactments from time to time.

"Listed Entity" / "Company" shall mean Kajaria Ceramics Limited.

“Listing Regulations” shall mean the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, including the statutory modifications or re-enactments from time to time.

“Policy” means Business Responsibility Policy or Business Responsibility & Sustainability Policy.

“SEBI” means the Securities and Exchange Board of India.

“Stock Exchange” shall mean a recognized Stock Exchange as defined under the Securities Contracts (Regulation) Act, 1956.

POLICY STATEMENT

1. Policy on Ethics, Transparency & Accountability

The Company maintains highest standards of ethics in all spheres of its business activities. The Board of Directors strive and endeavor to set examples of utmost ethical behavior at all levels across the Company making it an essential part of the work culture so that every employee of the Company conducts himself and leads on behalf of the Company with professionalism, honesty and integrity, and conform to high moral and ethical grounds. The following measures shall govern the Ethics, Transparency and Accountability of the Company:

- The Company shall develop governance structures, procedures and practices that ensure ethical conduct at all levels across its value chain.
- Every employee of the Company shall abide by the values and the commitment to ethical business practices reflected in the company's Code of Business Conduct and Ethics. Any violation of the same shall be viewed strictly and lead to disciplinary action.
- The Company shall encourage its employees to report genuine concerns of misconduct/unlawful conduct in a responsible and confidential manner under Whistle Blower mechanism.
- The Company shall ensure that disclosures required to be made in statutory forms, declarations, advertisements etc. are correct and complete in all sense. Disclosures shall be governed by the Code of Conduct for Prevention of Insider Trading including Fair Disclosure of Unpublished Price Sensitive Information, and such other applicable policies as may be framed by the Company, from time to time.
- 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.

2. Policy on Product Life Cycle Sustainability

The Company endeavours to embed the principles of sustainability, as far as practicable, into the various stages of product lifecycle including procurement of raw material / service, manufacturing of product or delivery of service, transportation of raw materials and finished goods, and disposal by consumers to improve the quality of life and people. The following measures shall govern the Product Life Cycle Sustainability of the Company:

- The Company shall ensure that its products and services comply with all applicable statutes and regulations.

- The Company shall strive to consistently enhance its value proposition to the customers and adhere to its promised standards.
- The Company shall work towards sourcing significant raw materials, products and services in a manner so as to continuously improve the balance between social, economic and environmental impacts.
- The Company shall work towards ensuring that all goods and services are procured, manufactured and delivered embedding the principles of labour practices, human rights, ethics, occupational health, safety and environment as defined in the various policies adopted by the Company.
- The Company shall continue to progressively factor in relevant social and environmental considerations during the process of development of products / services.
- The Company shall ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.
- The Company shall work towards safe and optimal resource use over the lifecycle of its products, including recycling of resources wherever possible.
- The Company shall encourage resource efficiency in the supply chain and shall guide supply chain members towards becoming more sustainable.
- The Company shall recognize and respect the rights of people who may be owners of traditional knowledge, and other forms of intellectual property, wherever relevant.
- The Company shall raise the consumer's awareness of their rights through education, product labelling, appropriate and helpful marketing communication, full details of contents and composition as per the applicable laws and promotion of safe usage and disposal of their products and services.
- The Company shall conduct regular reviews to improve upon the process of new technology development, deployment and commercialization, as well as incorporating social, ethical, and environmental considerations.

3. Policy on Employee Wellbeing

The Company understands the worth of a healthy and sound human resource. The Company focuses on ensuring the well-being of all its employees including those in their value chains. The safety and health of employees is extremely important to the Company. The Company shall ensure that there is a systematic chain or hierarchy which allows better flow of information, ideas, suggestions and understanding amongst the employees and the management and there is in place a proper channel through which the grievances of the employees are taken up and addressed by the management. The company believes in giving its employees ample opportunities to perform as employee well-being is imperative to achieve a profitable growth. Ensuring diversity, preventing discrimination, safety and health are part of Company's Code of Conduct. The following measures shall govern the Employee Wellbeing of the Company:

- 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 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 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 promote work-life balance among all its employees.
- The Company shall provide a 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 in accordance with the Company's Policy on Prevention of Sexual Harassment at Workplace.
- Attracting and retaining talent involves many facets including employee engagement, mentoring, training and career development, empowerment and providing various perquisites as per the policies of the Company. 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.
- The Company shall respect the right to freedom of association, participation and collective bargaining.
- The Company shall provide a workplace environment that is safe, hygienic, humane, 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.

4. Policy on Stakeholder Engagement

The Company values the support of its stakeholders and endeavours to maintain a cordial relationship and safeguard the interests of all the stakeholders. The Company recognizes its employees, business associates, customers, shareholders/ investors and communities surrounding our operations and regulatory authorities as key stakeholders. The company continues its engagement with them through various mechanisms such as consultations with local communities, suppliers/ vendor meets, customer/ employee satisfaction, investor forums, etc. The following measures shall govern the Stakeholders Engagement of the Company:

- 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 proactively engage with and respond to those sections in the society that are disadvantaged, vulnerable and marginalized. The Corporate Social Responsibility (CSR) initiatives undertaken by the Company in accordance with the Corporate Social Responsibility Policy shall be driven towards the benefit of the disadvantaged, vulnerable and marginalized stakeholders.
- The Company shall engage with its various stakeholders in a consistent and systematic manner to understand their concerns.
- The Company shall acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product and services and associated operations on the stakeholders.

5. Policy on Human Rights

The Company appreciates and believes that human rights are inherent, universal, indivisible and interdependent in nature. The Company respects and promotes human rights for all individuals. The company's commitment to human rights and fair treatment is set in its Code of Conduct. The Code provides to conduct the operations with honesty, integrity and openness with respect for human rights and interests of employees. The following measures shall govern the Respect towards Human Rights of the Company:

- The Company shall integrate respect for human rights in management systems, in particular through assessing and managing human rights impacts of operations, and ensuring all individuals impacted by the business have access to grievance mechanisms.
- The Company shall encourage respect for human rights of local communities with specific focus on vulnerable and marginalised groups.
- The Company shall play a positive role in building awareness on human rights for its key stakeholders.
- The Company shall strive to discourage human rights abuses by a third party.

6. Policy on Protection of Environment

The Company places highest corporate priority in ensuring and adhering to best procedures relating to environment protection. The Company sets high standards in the area of environmental responsibility-striving for performance that does not merely comply with regulations but reduces environmental impacts. The Company believes that it has a responsibility to take care of the planet and preserve its beauty, resources and strength for future generations. The Company commits to be responsible in the utilization and to continuously take all necessary initiatives towards optimum utilization and further reduction in the utilization of non-renewable resources by way of the following:

- The Company shall promote ecological sustainability and green initiatives by adopting energy saving mechanisms.
- The company shall take measures to check and prevent pollution. The company shall assess the environmental damage and bear the cost of pollution abatement with due regard to public interest.
- The Company commits itself to take all necessary initiatives towards optimum utilization of natural resources as well as manmade resources. The Company shall proactively promote the same across the value chain also.
- The company shall ensure that benefits arising out of access and commercialization of biological and other natural resources and associated traditional knowledge are shared equitably.
- The Company shall continuously seek to improve their environmental performance by adopting cleaner production methods, promoting use of energy efficient and environment friendly technologies and use of renewable energy.
- The Company shall strive to report its environmental performance, including the assessment of potential environmental risks associated with their operations, to the stakeholders in a fair and transparent manner.
- The Company shall develop environment management systems and contingency plans and processes that shall help it in preventing, mitigating and controlling environmental

damages and disasters, which may be caused due to its operations.

7. Policy on Responsible Advocacy

The Company believes that a lot can be achieved the company it works together with the Government, legislators, trade bodies and regulators to create positive social and environmental outcomes. The Company has always strived to create a positive impact in the business eco-system and communities by practicing pro-active advocacy not for securing certain benefits for industry, but for advocating certain best practices for the benefit of society at large. The Company recognizes that it operates within the specified legislative and policy frameworks prescribed by the Government, which guide its growth and also provide for certain desirable restrictions and boundaries by way of the following:

- The Company shall ensure that its advocacy position is consistent with its values and philosophy.
- The Company shall work with industry organizations/ chambers/ associations/ other such collective platforms that are engaged in policy advocacy in a responsible manner.
- The Company shall ensure that policy advocacy is conducted ethically.

8. Policy on Inclusive Growth & Equitable Development

The Company considers the society as an integral part of its business and believes that it cannot work in vacuum and therefore, as it grows, the society should also progress. In compliance with section 135 of the Companies Act, 2013 read with Companies (Corporate Social Responsibility Policy) Rules, 2014, the company has adopted a CSR policy through which it undertakes the projects in accordance with Schedule VII of the Companies Act, 2013. The Inclusive Growth of the Company shall be governed by the following measures:

- The Company shall understand the impact of inclusive growth and equitable development on social and economic development and respond through appropriate action to minimize the negative impacts.
- The Company shall innovate and invest in technologies and processes that promote the wellbeing of society.
- The Company shall make efforts to complement and support the development priorities at local and national levels and assure appropriate resettlement and rehabilitation of communities who have been displaced owing to their business operations.
- The Company shall be sensitive to local concerns while operating in regions that are underdeveloped.
- The Company shall undertake CSR activities in accordance with Schedule VII of the Companies Act, 2013 as per the recommendation of the CSR committee and as per the CSR policy of the company.

9. Policy on Customer Value

The Company acknowledges that no business can survive in absence of customers. The Company shall continuously strive to provide such goods to its consumers in a manner that creates value for both. The Company shall not indulge in any unfair or disruptive trade practice that can in any way and at any stage while selling its products affect the right of freedom of choice of customers from the range of other competitive products available in the market. The Consumer value of the Company shall be governed by the following:

- The Company shall take into account the overall well-being of the customers and that of society.
- The Company shall enable the customers to make informed purchase decisions through factual and truthful disclosure of relevant information.
- The Company shall promote and advertise its products in ways that do not mislead or confuse the consumers.
- The Company shall allow freedom of choice in a competitive environment while designing, promoting and selling its products/services.
- The Company shall exercise due care and caution while providing goods and services that result in over exploitation of natural resources or lead to excessive conspicuous consumption.

MONITORING

The Business Responsibility and Sustainability Committee will annually review the initiatives taken by the Company.

DISCLOSURE

The disclosure of the Business Responsibility Policy shall be made in accordance with the applicable laws.

REVIEW/AMENDMENT

The Board of the Company may review, amend, abrogate, modify or revise any or all clauses of this Policy, from time to time. However, amendments in the Act/Listing Regulations/other applicable laws shall be binding, even if not incorporated in this Policy.

This Policy has been revised by the Board of the Company at their meeting held on January 30, 2026.