

POLICY STATEMENTS
GOLDIAM INTERNATIONAL
LIMITED

Foreword

The values of conducting business in a responsible manner are ingrained in Goldiam International Limited's (hereinafter referred to as "the Company") culture since inception. The Company recognizes the environmental, social and developmental challenges of its times and envisions to drive positive change in these areas. The Company believes that a holistic approach to business and value creation is vital for long term growth and resilience of the business. Therefore, the Company is committed to entrench the principles of sustainability in its operational activities. "Sustainability" is defined as the Company's Social, Environmental and Economic Responsibilities. This statement puts forth the Company's ethos of responsible stewardship covering its employees, business associates, patrons, society and the environment. Through this statement the Company strives to incorporate the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business in its decision making process. This statement elucidates the Company's philosophy, endeavor and scope of applicability across seven principles that define the counters of this policy.

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1. Ethics, Transparency and Accountability

Philosophy

Ethics, transparency and accountability are cornerstones of the Company's corporate governance philosophy. The Company strives to ensure that these principles are upheld in all the business operations and interactions with stakeholders. At the core of this principle is the Company's commitment to ensuring ethical and transparent approach to business linked decision making while being accountable to all its key stakeholders.

Scope & Applicability

The principle and endeavors with regard to ethics, transparency and accountability set forth in this statement covers the Company Board of Directors, employees, suppliers and other business associates.

Endeavor

To uphold high standards in this regard the Company aims to:

- Develop governance structures and procedures that support ethical conduct at all levels within the Company
- Enable access to material information to relevant stakeholders through transparent communication
- Strictly comply with all applicable legal requirements pertaining to anti-bribery, anti-fraud and anti-money laundering
- Respect all forms of intellectual property and ensure compliance to regulations pertaining to protection of intellectual property rights
- Abide by the principles and values set forth in the Code of Conduct and this policy statement while engaging in public advocacy linked initiatives. Additionally, the Company shall leverage to the extent possible industry associations and other collective platforms for such aforementioned initiatives

The values and systems enabling business ethics, transparency and accountability are enshrined in the Company's Code of Conduct, Code of Practices and Procedures For Fair Disclosure Of Unpublished Price Sensitive Information, Vigil Mechanism / Whistle Blower Policy. These policies can be found at <https://www.goldiam.com>

2. Human Rights

Philosophy

The Company strongly conforms to the belief that human rights are universal and fundamental in nature and lays utmost importance to the protection of human rights in all its operational activities. The company strives to foster a work culture that is conducive to the protection of human rights in line with the provisions of the Indian Constitution.

Scope & Applicability

The principle and endeavors with regard to human rights set forth in this statement shall be applicable to Goldiam International Limited's Board of Directors, employees, suppliers and business associates. The Company envisions to safeguard the human rights of all its stakeholders in its reasonable capacity including those within and beyond operational boundaries; therein encompassing communities, patrons, vulnerable and marginalized groups that the Company may interact with.

Endeavor

To uphold high standards in this regard the Company aims to:

- Integrate the principles of human rights protection in all its management systems
- Strictly abide with all applicable laws and regulations pertaining to the protection of human rights
- Promote awareness on issues pertaining to human rights among all its stakeholders
- Encourage suppliers and other third parties to abide by the Company's values of human rights and strictly condemn the breach on these rights
- Respect the freedom of association and collective bargain
- Strictly prohibit discrimination of any sort based on race, colour, age, ethnicity, religious or political beliefs, disabilities, marital status or gender
- Strictly prohibit all forms of child labor, forced labor, involuntary labor, paid or unpaid
- Strictly prohibit discrimination of any kind in the workplace
- Create a harassment free workplace that ensures employee security

The Company's Code of Conduct, Vigil Mechanism / Whistle Blower Policy anchor the implementation of the principle on Human Rights. These policies can be found at <https://www.goldiam.com>

3. Employee Wellbeing

Philosophy

The Company strives to ensure the dignity, safety, wellbeing and all round development of each of its employees. The Company believes that emphasis on employee wellbeing plays a vital role in enabling employee satisfaction and workforce productivity.

Scope & Applicability

The principle and endeavors with regard to employee wellbeing set forth in this statement shall be applicable to all of the Company employees.

Endeavor

To uphold high standards in this regard the Company aims to:

- Support work life balance of employees, especially female employees
- Create an equal opportunity work culture
- Provide facilities that support employee well being especially for employees with special needs
- Support employee health and safety
- Build employee awareness on company policies, entitlements and benefits
- Provide timely and fair remuneration to all employees that supports their basic needs and economic security
- Promote awareness on issues pertaining to human rights among all employees
- Establish appropriate and effective grievance redressal platforms enabling employee grievance Redressal

4. Stakeholder Engagement

Philosophy

The Company believes that strong stakeholder relationships are key enablers of responsible stewardship. The Company is committed to forge strong relationships based on honesty and trust with all its key stakeholders.

Scope & Applicability

The principle and endeavors with regard to stakeholder engagement set forth in this statement shall be applicable to Goldiam International Limited's internal and external stakeholders that are substantively affected by the company or vice versa.

Endeavor

To uphold high standards in this regard the Company aims to:

- Identify stakeholders and establish stakeholder engagement mechanisms to ensure continuous understanding of stakeholder needs
- Engage with all its stakeholders to understand their key concerns and interests and devise strategies aligned to stakeholder expectations
- Provide relevant information pertaining to business policies, strategies, decisions, services and allied activities with substantive impact on stakeholders in a transparent and timely manner
- Recognize and respect the rights of people including the rights of owners of traditional knowledge
- Resolve conflicts or differences with stakeholders in a manner that is fair, equitable and respectable

The Company's Code of Conduct, Vigil Mechanism / Whistle Blower Policy anchor the implementation of the principle on stakeholder engagement. These policies can be found at <https://www.goldiam.com>

5. Environmental Conservation

Philosophy

Environmental conservation is a key component of the Company's ethos of responsible stewardship. The Company is cognizant of the environmental risks and strives to make a positive contribution to alleviating environmental degradation by embedding the values of environmental conservation in its business operations.

Scope & Applicability

The principle and endeavors with regard to environmental conservation set forth in this statement shall be applicable to Goldiam International Limited's value chain including own operations and suppliers.

Endeavor

To uphold high standards in this regard the Company aims to:

- Integrate the commitment to environmental conservation in its core business activities
- Strictly abide with and comply to all applicable environmental laws and regulations
- Promote awareness on environmental conservation linked issues through core business activities
- Imbibe the values of resource conservation, recycling and resource usage efficiency in all operational activities

- Monitor resource usage including consumption of energy and water to discern avenues for resource conservation
- Abide by the principles of reduce, reuse and recycle for effective waste management
- Adopt energy efficient equipment, cleaner energy options and environmentally friendly alternatives

6. Inclusive Growth & Development

Philosophy

Supporting social wellbeing and growth has been an integral component of the Company's core purpose. The Company adopts a dedicated approach to support inclusive growth and societal development aligned to commitments elucidated in the CSR policy.

Scope & Applicability

The principle and endeavors with regard to inclusive growth and development set forth in this statement shall covers Goldiam International Limited's employees, suppliers, partnering NGOs and communities.

Endeavor

To uphold high standards in this regard the Company aims to:

- Innovate and invest in programs that support societal well-being and public good
- Complement and supplement local and national sustainable developmental priorities through its programs and core business

7. Responsible Customers Relationship Management

Philosophy

The Company recognizes that its customers are at the core of its business success. The Company is committed to engage in responsible marketing to protect the customer's freedom of choice and expression.

Endeavor

To uphold high standards in this regard the Company aims to:

- Support the overall well-being of customers and the society while serving them through core business activities
- Ensure that the freedom of choice and free competition is not restricted in any manner
- Engage in fair and transparent marketing activities

The Company strives to continually upgrade mechanisms and controls to promote effective adoption of the aforementioned policy statements. Additionally, this policy shall be updated subject to material changes in business operations or legislations to ensure alignment with industry best practices.

Annexure

Linkage of the Policy Statement to the National Voluntary Guidelines (NVG) on Social, Environmental and Economic Responsibilities

NVG Principle	Policy Statement linkage	Pg. No. in this document
Businesses should conduct and govern themselves with Ethics , Transparency and Accountability	Ethics, Transparency and Accountability	3
Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle	Environmental conservation	5
Businesses should promote the wellbeing of all employees	Employee Wellbeing	4
Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised	Stakeholder Engagement	5
Businesses should respect and promote human rights	Human Rights	3
Business should respect, protect, and make efforts to restore the environment	Environmental Conservation	5
Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner	Ethics, Transparency and Accountability	3
Businesses should support inclusive growth and equitable development	Inclusive Growth & Development	6
Businesses should engage with and provide value to their customers and consumers in a responsible manner	Responsible cutomers Relationship Management	6