

# **Digispice Technologies Limited**

## **Sustainability and Safety Policy**

**(Effective from 01.09.2021)**

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## **1. Introduction and Regulatory Framework**

- 1.1 The Company's equity shares are listed on the BSE Limited (BSE), National Stock Exchange of India Limited (NSE) and the company is under obligation to comply with the continuous disclosure and other obligations imposed by the SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015 (hereinafter referred to as "the Listing Regulations"). The Securities and Exchange Board of India ("SEBI") vide its Circular dated 13th August, 2012 mandated top 100 Listed Companies, based on their capitalization, to disclose the Business Responsibility Report (BRR). In the Year 2019, SEBI extended their coverage to the Top 1000 Listed Entities, based on market capitalization and mandated to publish BRR as a part of Company's Annual Report.
- 1.2 DiGiSPICE Technologies Limited (DTL), based on the market capitalization, became one of the Top 1,000 Listed Entities as on 31st March, 2021. Section D (2)(a)(1) of Annexure 1 of SEBI circular no. CIR/CFD/CMD/10/2015 dated November 04, 2015 on BRR states that the Company is required to formulate policies against each of nine principles of BRR. Principle 2 of BRR states "Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle". It is in this context that the Sustainability and Safety Policy ("Policy") is being framed and implemented

## **2. Objective**

- 2.1 DTL is an early proponent of responsible development, which is at the heart of our philosophy from inception. Sustainability is deeply ingrained in our values and culture as an integral and non-negotiable imperative that helps us foster a nurturing ecosystem for present and future generations. We believe in improving and maintaining ecological balance by monitoring, tracking and controlling environmental impact at our work place by adopting sustainable practise and procedure.

## **3. Definitions:**

- 3.1 "Company" means Digispice Technologies Limited, incorporated under the provisions of the Companies Act, 1956
- 3.2 "Policy" means Sustainability and Safety Policy
- 3.3 All the word and expressions used but not defined in this policy, shall have the same meaning as defined in the SEBI Listing regulation and if not defined therein, then as per the Companies Act 2013 or Securities Contracts (Regulation) Act 1956 or Depository Act, 1966 and laws for the time being in force and/ or rules and regulation made thereunder, or any statutory modification or re-enactment thereto, as the case may be.

## **4. Policy**

### **4.1 Customer Sustainability**

Company endeavour to engage in dialogue and co-creation with our customers to understand the issues faced by them and make them aware about their rights and present full details of service offered. Further be conspicuous about our customer sustainability progress, reporting and advocate for customer satisfaction.

### **4.2 Social Sustainability**

Company endeavour to contribute with location-focused integrated models of community partnership, sourcing, procurement, of manpower and material, volunteering programs, and impacts assessment to support the progressive needs and bring in sustainable social change as part of conscious corporate citizenship.

### **4.3 Environmental Sustainability**

Company endeavour to rejuvenate the environment by decoupling the impact of operations by engaging in new age technologies, mitigating climate change with emission reduction, leveraging renewables, orchestrating water reuse, waste recycling and promote sustainable consumption.

### **4.4 Governance & Ethical Sustainability**

Company endeavour to conduct business deploying the highest standards of personal and corporate codes of practice, an undeterred zero-tolerance approach, exemplary governance, ethics, honesty, integrity, compliance to all applicable laws, regulations, directives, and adherence to sustainability standards, frameworks and global benchmarks.

## **5. Review & Amendment**

5.1 This Policy may be reviewed and amended periodically as and when required by the Board to ensure that it meets the objectives of the relevant legislation and needs of the Company and remains effective. The Board has the right to change/ amend the policy as may be expedient taking into account the law for the time being in force.

5.2 In the event of any amendment(s), clarification(s), circular(s), provision(s) etc. issued by the relevant authorities, not being consistent with the provisions laid down under this Policy, then the same shall prevail upon the provisions hereunder and this Policy shall stand amended accordingly.

## **6. Disclosure of the policy**

This policy will be uploaded on the website of the Company.