



HPL Additives Limited

Corporate Governance Policy

Our Commitment

HPL Additives Limited (HPL) is committed to maintaining the highest standards of corporate governance, ethical business practices, and legal compliance. We strive for exceptional business performance through innovation, continuous improvement, and excellence while upholding our core values of adaptability, dependability, teamwork, speed, versatility, and caring.

Scope

This policy applies to all HPL employees, contractors, suppliers, and business partners. We expect all parties to adhere to these principles in their interactions with or on behalf of HPL.

Guiding Principles

Our Corporate Governance Policy is aligned with:

- The Companies Act, 2013
- SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015
- The United Nations Global Compact Principles

Key Commitments

Board Composition and Functioning

HPL ensures robust governance through board independence and diversity. We strive towards a higher board diversity reflecting gender, ethnicity, age, and expertise diversity.

Risk Management and Compliance

We implement and maintain a robust Enterprise Risk Management framework to proactively manage risks and ensure compliance.

Anti-bribery and Anti-corruption

We maintain a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity. Facilitation payments and kickbacks are strictly prohibited and only small promotional gifts and normal hospitality that do not improperly influence others are allowed. We do not make any contributions of any kind to and political party and no charitable donations have been or will be made for the purpose of gaining any commercial advantage. HPL maintains accurate financial records, prohibits 'off-book' accounts, and regularly reviews and audits internal systems to ensure compliance.

HPL ADDITIVES LIMITED



Whistleblower Protection

HPL provides clear channels for reporting concerns or suspicions of wrongdoing or malpractice and prohibits any form of retaliation against whistleblowers. No employee will suffer any detriment as a result of raising genuine concerns, even if they turn out to be mistaken.

Corporate Social Responsibility

HPL allocates 2% of the average net profit of the last three financial years to CSR activities. We focus on clean water initiatives, sanitation, healthcare, education, and hunger alleviation. CSR programs are implemented primarily through the HPL Foundation or directly by the company. We are committed to addressing climate-related risks in beneficiary geographies and the CSR committee oversees the functioning and implementation of our CSR activities.

Implementation

Policy Accessibility

This Corporate Governance Policy is publicly available on the HPL website and accessible to all internal and external stakeholders.

Training and Capacity Building

HPL provides regular training to employees, directors, and key stakeholders on corporate governance.

Monitoring, Reporting, and Policy Review

HPL will regularly assess its corporate governance compliance and performance; as well as report periodically on progress and areas for improvement. This policy will undergo periodic reviews with input from internal and external stakeholders, to ensure alignment with evolving human rights standards and company practices.

A handwritten signature in green ink, appearing to read 'Umesh Anand', is written over a dashed horizontal line.

(Umesh Anand)
Managing Director



Date: Monday, 21st October 2024
Place: Faridabad, Haryana, India