

CORPORATE GOVERNANCE

Our prosperity is proportional to our good corporate governance practices

At SRF, an efficient governance framework is a crucial element in achieving success and generating long-term value for all stakeholders. The corporate governance structure aligns with the Company's deeply ingrained and widely practised core values. The Board is dedicated to fostering an ecosystem that encourages effective corporate governance, internal controls, accountability, and financial prudence. To capitalise on various opportunities at all levels, robust processes and systems are established to support

and develop organisational capabilities. This reinforces SRF's commitment to operating with the utmost standards of integrity, ethics, and transparency to gain and retain the trust of its people, customers, vendors, communities, and other relevant stakeholders.

Board of Directors

We firmly believe that a Board that is both proactive and well-informed, as well as impartial, is crucial in maintaining the utmost level of corporate governance standards. Our Board of Directors

is a group of industry professionals who come with diverse skill sets, and rich experiences which enable and facilitate effective decision-making and execution of sustainable and long-term strategies. The Board conducts thorough evaluations of all significant aspects of the Company, ensuring that all business activities align with the Company's long-term objectives. Board members oversee the Company's financial, environmental, and social performance, as well as address key risks and opportunities.

CORPORATE GOVERNANCE

Arun Bharat Ram

Chairman Emeritus

Ashish Bharat Ram

Chairman & Managing Director



Kartik Bharat Ram

Joint Managing Director



Tejpreet S Chopra

Independent Director



Vellayan Subbiah

Non-Executive, Non-Independent Director

Lakshman Lakshminarayan

Independent Director



Pramod G. Gujarathi

Director (Safety & Environment) and Occupier



Bharti Gupta Ramola

Independent Director



Puneet Yadu Dalmia

Independent Director



Yash Gupta

Independent Director



Raj Kumar Jain

Independent Director



● Risk Management Committee

● Nomination & Remuneration Committee

● Stakeholders Relationship Committee

Ⓒ Committee Chairman

● Audit Committee

● Corporate Social Responsibility Committee

● Committee of Directors Financial Resources

Board Committees

Teams that go beyond their duty to nurture stakeholder relationships and give them the value they deserve.

At SRF, the governance structure encompasses six committees at the Board level, each with distinct roles and responsibilities. These committees play a critical role in safeguarding the interests of all shareholders and aiding the Company's ascent to market leadership.



Refer Corporate Governance Report for a detailed description.

Our Policies and Codes

At SRF, we believe that implementing robust policies and practices that consider Environmental, Social, and Governance (ESG) factors is essential in the decision-making process. We continuously reassess and reimagine our strategies to keep up with the rapidly changing business landscape and the evolving needs of our consumers. Our policies offer explicit guidance to employees regarding their ethical and behavioural standards to uphold our organisation's values and ensure responsible business practices. While compliance with these policies is obligatory for all employees, we also promote and encourage all other stakeholders to adopt and adhere to the same.

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| <ul style="list-style-type: none"> • Environmental Management Policy • Occupational Health and Safety Policy • Equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 • Policy on promote inclusive growth and equitable development • Policy to promote respect and well-being of employees and value chain partners • Human Rights Policy • Policy respecting the interests of stakeholders • Policy on responsible engagement with consumers • Policy on provision of sustainable and safe provision of goods and services | <ul style="list-style-type: none"> • Code of Conduct • Supplier Code of Conduct • Board Diversity Policy • Privacy Policy • Information Security/ Cybersecurity Policy • Anti-corruption and Bribery Policy/Whistle-blower Policy • Ethical, Transparent and Accountable Policy • Tax Policy & Governance • Policy on responsibility and transparency when engaging in influencing public and regulatory • Business Responsibility Policy • POSH Policy |
|---|--|

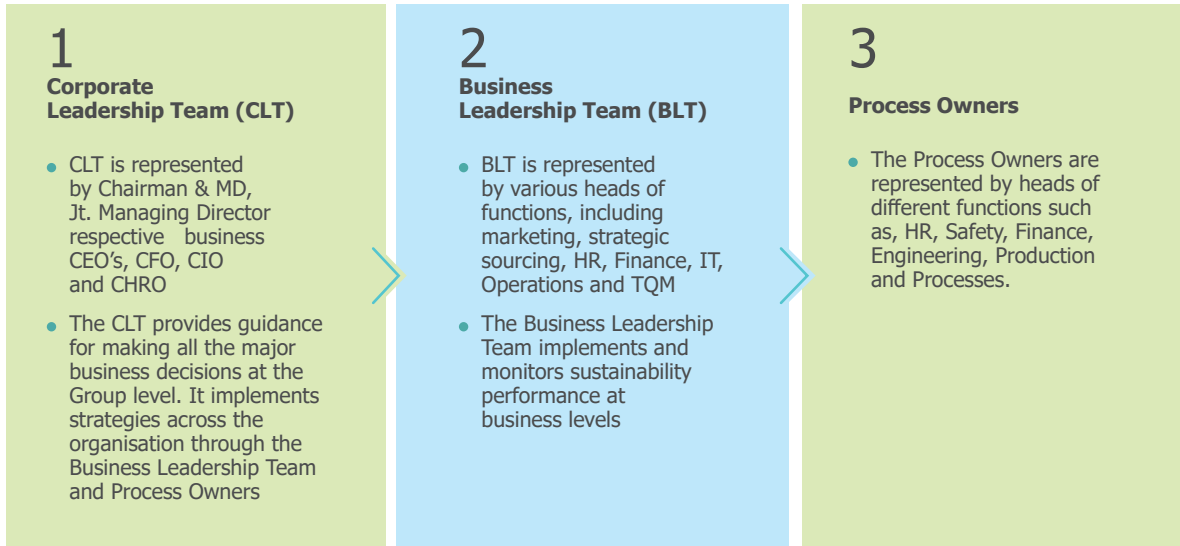


Our Code of Conduct

The Company's Code of Conduct (CoC) serves as evidence of the organisation's commitment to conducting business with the highest levels of integrity, honesty, and accountability. The CoC ensures compliance with internal standards of business practices and encompasses areas such as regulatory compliance, fair employment practices, environmental, health and safety, conflicts of interest, and safeguarding the Company's assets. The Board members and senior management representatives adhere to the principles outlined in the Code of Conduct. The CoC, combined with the Whistle-blower policy, reinforces the Company's stated values (RINEW) and encourages ethical behaviour and transparency in business.

<p>Equal employment opportunity</p>	<p>Prevention of sexual harassment</p>	<p>Invention/Innovation</p>
<p>Insider trading</p>	<p>Code of Conduct</p>	<p>Company Policies and Records</p>
<p>Rules for gifts and entertainments</p>	<p>Conduct with customers and suppliers</p>	<p>Conflict of Interest</p>

Sustainability Governance Framework



Compliances and Regulations

SRF Limited implements a structured approach to supervise compliance-related matters. The Company utilises an internally developed tool called "Compliance Manager" to continuously monitor and update the status of each non-compliance. Additionally, a well-defined escalation matrix is in place to monitor non-compliance across all business units. SRF ensures timely and transparent disclosures in all reports and documents filed or submitted to comply with relevant legal provisions.

Industry Associations

SRF, a socially responsible corporate entity, strives to establish shared value for all stakeholders and promote industry growth and national development. The Company is affiliated with various industry and trade associations and actively engages in cross-industry forums to facilitate the exchange of best practices, advocate for industry concerns, and implement a variety of reforms and initiatives for the advancement of the industry and society.

SRF Limited is a member of the following trade and industry chambers:

- Confederation of Indian Industry
- Refrigerant Gases Manufacture Association
- Indian Chemical Council
- CHEMEXCIL
- National Safety Council
- Centre for Chemical Process Safety
- The Synthetic & Rayon Textiles Export Promotion Council
- Indian Technical Textile Association (ITTA)
- Association of Synthetic Fibre Industry
- Indian Society for Quality
- Quality Circle Forum of India
- British Safety Council