

## Business Responsibility Reporting

With the aim of promoting sustainable development, Jubilant FoodWorks Limited is committed towards conducting responsible business as per the following principles:

### **Jubilant FoodWorks Ltd.**

#### Policy on Ethics, transparency and accountability

Document Name	Policy on Ethics transparency and accountability
Approved By	SCSR Committee and Board of Directors in their meetings held on 19 <sup>th</sup> April, 2017
With effect from	1 <sup>st</sup> January 2017

At Jubilant FoodWorks Limited ('JFL'), Employee's Code of Conduct (enshrined in the employee handbook) outlines standards of personal and professional conduct that all employees must strive to uphold to maintain a working environment that is productive, positive, enjoyable, safe and free from harassment and discrimination. We strongly believe in ethics, transparency and accountability in all our transactions with internal and external stakeholders. Further, JFL has developed a Code of Conduct for Directors and Senior Management. As a responsible organization, JFL will:

- Ensure that the JFL policy on ethics, bribery and corruption is extended to all internal stakeholders (full time and part time employees) through the Code of Conduct for Directors and Senior Management and the Employee's Code of Conduct.
- Ensure that all stakeholders of the policies are aware of the policies.
- Communicate these policies to relevant external stakeholders to improve their understanding of JFL principles, core values and processes.
- Place the Employee's Code of Conduct on the intranet for communication to all interested parties.
- Shall not be complicit in the actions of any third party that violates the principles contained in its Employee's Code of Conduct and Code of Conduct for Directors and Senior Management.
- The Policy on Ethics transparency and accountability is intended to be a living document and any suggestions for improvement and grievance redressal may be shared to the Sustainability & Corporate Social Responsibility.
- JFL may from time to time conduct internal/ external evaluation for the implementation and adherence of this policy from time to time.
- Any two jointly amongst Chairman, Co- Chairman and CEO & Whole time Director of the Company may amend, abrogate, modify or revise any or all clauses of this Policy from time to time.
- In case any provision(s) of this Policy is contrary to or inconsistent with the provisions any Statutory Provisions, the Statutory Provisions shall prevail.

**On behalf of the SCSR Committee and Board of Directors of Jubilant FoodWorks Limited**



Shyam S. Bhartia  
Chairman



Hari S. Bhartia  
Co-Chairman & Director