

TRIDENT LIMITED

Name of the Policy	Business Responsibility and Sustainability Policy
Policy Custodian	Company Secretary
Date of latest amendment	May 21, 2025

BUSINESS RESPONSIBILITY AND SUSTAINABILITY POLICY

SCOPE AND PURPOSE

Trident Limited (“Trident” or “The Company”) is governed by the Companies Act, 2013 (“The Act”), the Rules and Regulations framed thereunder by Ministry of Corporate Affairs (“MCA”) and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“LODR Regulations”). In accordance with Regulation 34 of LODR Regulations and other applicable provisions (including any statutory enactments/ amendments thereof), the Company has adopted the Business Responsibility and Sustainability Policy (“BRS Policy”) to ensure that the Company contributes towards sustainable development and fulfills its social, environmental and economical responsibilities.

SEBI (LODR) Regulations, 2015 mandates top 1000 listed companies (by market capitalization) to include a Business Responsibility and Sustainability Report (BRSR) as a part of their Annual report.

Provided that the assurance of the Business Responsibility and Sustainability Report Core (sub-set of the BRSR) shall be obtained, with effect from and in the manner as may be specified by the SEBI from time to time.

Provided further that the listed entities shall also make disclosures and obtain assurance as per the Business Responsibility and Sustainability Report Core for their value chain, with effect from and in the manner as may be specified by the SEBI from time to time.

SEBI had introduced format of the Business Responsibility and Sustainability Report (BRSR) and BRSR Core as per National Guidelines for Responsible Business Conduct (NGRBC) on ESG parameters.

Business Responsibility and Sustainability Policy (“BRS Policy”) affirms the Company’s commitment to follow 9 (Nine) principles laid down in the National Voluntary Guidelines (NVG) on Social, Environmental and Economic responsibilities of Business published by the Ministry of Corporate Affairs towards conducting its business.

The purpose of BRS Policy is to frame policies on these nine principles in combination of existing policies, SOPs, protocols and other internal documents. All the relevant stakeholders shall be informed about BRS Policy by publishing it on the website of the Company.

The Business Responsibility and Sustainability Policy have been formulated by the management of the Company in consultation with the relevant stakeholders and are approved by the Board of Directors of the Company at its meeting held on May 21, 2025.

APPLICABILITY

Based on market capitalization, the Company is falling under top 1000 companies and hence, the Company has formulated a Business Responsibility and Sustainability Policy.

IMPLEMENTATION

Business Responsibility and Sustainability Initiatives of the Company shall be undertaken under the supervision of Corporate Social Responsibility Committee of the Board of Directors which shall also oversees implementation of the policy. The Managing Director shall be BRS head under the policy. He may take support of such functional heads and internal and external experts, which he may deem fit, for the effective implementation of the Policy. Subsidiaries /stepdown subsidiaries of the Company may participate in the Policy to the extent required under the laws of the country of their operation.

Compliance with the Policy shall be monitored and evaluated on regular basis at least once in a year. Respective Functional Heads will formulate action plan / checklist to ensure compliances of the various principles enunciated in this Policy.

For any query/grievances /suggestion/ feedback, write to us at investor@tridentindia.com.

POLICY AMENDMENTS

Any subsequent amendment / modification in the SEBI (LODR) Regulation, NVGs and / or other laws in this regard shall automatically apply to these Policy. The same shall be added / amended / modified from time to time as authorized by the Board of Directors.

The Managing Director or his delegate(s), is/are authorized to amend or modify the Business Responsibility and Sustainability Policy, in whole or in part, from time to time.

KEY PRINCIPLES

Company believes that the business excellence can be achieved only by doing business on sound sustainability principles that address the dimension of good governance as well as environmental and social responsibility. Company's Business practices would therefore be governed by the following guiding principles.

PRINCIPLE 1: ETHICS, TRANSPARENCY AND ACCOUNTABILITY:

The Company is committed to conduct its business in compliance with applicable laws, rules and regulations, while upholding the highest standards of business ethics. The Company has in place the Code of Business Conduct and Ethics ("Code") for its Directors and Senior Management Personnel and their confirmations to the Code is obtained by the Company on periodical basis. The Company has established a vigil mechanism for Directors and employees to report concerns about unethical behavior, actual or suspected fraud in violation of the Company's code of conduct or ethics, policies, improper practices or any other alleged wrongful conduct in the Company.

The objective of this policy is to ensure the highest standards of ethical conduct, transparency and accountability while dealing with the stakeholders.

POLICY

1. Company shall develop governance structures, procedures and practices that ensure ethical conduct at all levels; and promote the adoption of this principle across its value chain.
2. Company shall communicate transparently and assure access to information about their decisions that impact relevant stakeholders.
3. Company shall not engage in practices that are abusive, corrupt, or anticompetition.
4. Company shall truthfully discharge their responsibility on financial and other mandatory disclosures.
5. Company shall report on the status of their adoption of these Guidelines as suggested in the reporting framework in this document.
6. Company shall avoid complicity with the actions of any third party that violates any of the principles.
7. The Company shall ensure that genuine concerns of misconduct/ unlawful conduct can be reported in a responsible and confidential manner through its Vigil Mechanism.

COMPANY'S OTHER POLICIES/SOPS SUPPLEMENTING THIS PRINCIPLE:

Code of Business Conduct and Ethics for directors & senior management personnel, Vigil Mechanism & Whistle Blower Policy, Code of practices and procedures for fair disclosure of Unpublished Price Sensitive Information, Related party transactions policy, Policy for determining material subsidiary, Code of Conduct for regulating, monitoring and reporting of Trading by Designated Persons and their immediate relatives, Risk Management Policy, Policy for determination of materiality of events or information, Familiarization Programme for Independent Directors, Dividend Distribution Policy, Corporate Social Responsibility Policy, Policy on Preservation of Documents, Nomination and Remuneration Policy, Website Content Archival Policy, Anti-Corruption and Anti Bribery Policy.

PRINCIPLE 2: PRODUCT LIFE CYCLE SUSTAINABILITY:

The Company aims to promote a culture where all efforts are directed towards providing good quality and safe products to all our customers. We also endeavor to provide a safe environment for all stakeholders at our premises. Sustainable development integrates economic progress, social responsibility and environmental concerns with the purpose of improving quality of life.

POLICY

1. Company shall assure safety and optimal resource use over the life-cycle of the product from design to disposal and ensure that everyone connected with it- designers, producers, value chain members, customers and recyclers are aware of their responsibilities.
2. Company shall raise the consumer's awareness of their rights through education, product labelling, appropriate and helpful marketing communication, full details of contents and composition and promotion of safe usage and disposal of their products and services.
3. In designing the product, Company shall ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.
4. Company shall regularly review and improve upon the process of new technology development, deployment and commercialization, incorporating social, ethical, and environmental considerations.
5. Company shall recognize and respect the rights of people who may be owners of traditional knowledge, and other forms of intellectual property.
6. Company shall recognize that over-consumption results in unsustainable exploitation of our planet's resources, and should therefore promote sustainable consumption, including recycling of resources.

COMPANY'S OTHER POLICIES/SOPS SUPPLEMENTING THIS PRINCIPLE:

Supplier code of conduct, Environmental Sustainability Policy, Environment Health & Safety Policy Capacity and Capability Building Policy, General Terms and Conditions – Service Providers, General Terms and Conditions – Consultants, General Terms and Conditions – Suppliers.

PRINCIPLE 3: EMPLOYEE WELLBEING

The Company strives hard to ensure that every employee enjoys stronger engagement, high morale, and better service. The Company and employees work diligently towards meeting individual and organizational goals. By providing regular training, giving awards, and recognizing the employee contribution, The Company builds employee's esteem and create workplace loyalty and build a sense of community. The Company is known for employing progressive HR practices that focus on talent acquisition, engagement, and retention through employee ownership, performance incentive, and reward programs.

POLICY

1. Company shall respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance redressal mechanisms.
2. Company shall provide and maintain equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation.
3. Company shall not use child labour, forced labour or any form of involuntary labour, paid or unpaid.
4. Company shall take cognizance of the work-life balance of its employees, especially that of women.
5. Company shall provide facilities for the wellbeing of its employees including those with special needs. They should ensure timely payment of fair living wages to meet basic needs and economic security of the employees.
6. Company shall provide a workplace environment that is safe, hygienic humane, and which upholds the dignity of the employees. Business should communicate this provision to their employees and train them on a regular basis.
7. Company shall ensure continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis. They should promote employee morale and career development through enlightened human resource interventions.
8. Company shall create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.
9. The Company will also promote the well-being of employees and their value chains.

COMPANY'S OTHER POLICIES/SOPS SUPPLEMENTING THIS PRINCIPLE:

Vigil Mechanism & Whistle Blower Policy, HR Policies and Schemes: Diversity, Equity and Inclusion Policy, Capacity and Capability Building Policy, Employee Code of Conduct, Environment Health & Safety Policy, Equal Opportunity & Fair Treatment Policy, Grievance Handling Policy, Human Rights Policy, Prevention of Sexual Harassment, Panchsabha initiatives, KAAAN, MUSKAAN.

PRINCIPLE 4: STAKEHOLDERS ENGAGEMENT:

The Company gives utmost importance to the healthy engagement with its various stakeholders like employees, suppliers, dealers, customers, shareholders / investors, communities surrounding the operations and government / regulatory authorities. The Company continues its engagement with them through various mechanisms such as supplier/vendor meets, customer/ employee satisfaction surveys, investor forums, consultations with local communities etc.

POLICY

1. Company shall systematically identify their stakeholders, understand their concerns, define purpose and scope of engagement, and commit to engaging with them.
2. Company shall acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders.
3. Company shall give special attention to stakeholders in areas that are underdeveloped.
4. Company shall resolve differences with stakeholders in a just, fair and equitable manner.

COMPANY'S OTHER POLICIES/SOPS SUPPLEMENTING THIS PRINCIPLE:

CSR Policy, Vigil Mechanism & Whistle Blower Policy, Dividend Distribution Policy, HR Policies and Schemes, Shareholders Communication/services.

PRINCIPLE 5: HUMAN RIGHTS:

The Company seeks to conduct business in a manner that respects each and every individual associated with the Company. In this regard, Company endeavor to respect and promote human and encourages a workplace environment which is free from any kind of human rights violations.

POLICY

1. Company shall understand the human rights content of the Constitution of India, national laws and policies and the content of International Bill of Human Rights. Company should appreciate that human rights are inherent, universal, indivisible and interdependent in nature.
2. Company shall integrate respect for human rights in management systems, in particular through assessing and managing human rights impacts of operations, and ensuring all individuals impacted by the business have access to grievance mechanisms.
3. Company shall recognize and respect the human rights of all relevant stakeholders and groups within and beyond the workplace, including that of communities, consumers and vulnerable and marginalized groups.
4. Company shall, within their sphere of influence, promote the awareness and realization of human rights across their value chain.
5. Company shall not be complicit with human rights abuses by a third party.

COMPANY'S OTHER POLICIES/SOPS SUPPLEMENTING THIS PRINCIPLE:

Human Right Policy, Vigil Mechanism & Whistle Blower Policy, HR Policies and Schemes: Diversity, Equity and Inclusion Policy, Capacity and Capability Building Policy, Employee Code of Conduct, Environment Health & Safety Policy, Equal Opportunity & Fair Treatment Policy, Grievance Handling Policy, Prevention of Sexual Harassment, Panchsabha initiatives, KAAAN, MUSKAAN.

PRINCIPLE 6: ENVIRONMENT PROTECTION

The Company values its natural surrounds and is committed towards protection and preservation of environment and natural resources. The Company will take concerted efforts towards exploring recycling options, waste management, energy efficiency and conservation to minimize the overall environmental impact. The Company endeavors to protect and make efforts to restore the environment.

POLICY

1. Company shall utilize natural and manmade resources in an optimal and responsible manner and ensure the sustainability of resources by reducing, reusing, recycling and managing waste.
2. Company shall take measures to check and prevent pollution. They should assess the environmental damage and bear the cost of pollution abatement with due regard to public interest.
3. Company shall ensure that benefits arising out of access and commercialization of biological and other natural resources and associated traditional knowledge are shared equitably.
4. Company shall continuously seek to improve their environmental performance by adopting cleaner production methods, promoting use of energy efficient and environment friendly technologies and use of renewable energy.
5. Company shall develop Environment Management Systems (EMS) and contingency plans and processes that help them in preventing, mitigating and controlling environmental damages and disasters, which may be caused due to their operations or that of a member of its value chain.
6. Company shall report their environmental performance, including the assessment of potential environmental risks associated with their operations, to the stakeholders in a fair and transparent manner.
7. Company shall proactively persuade and support its value chain to adopt this principle.

COMPANY'S OTHER POLICIES/SOPS SUPPLEMENTING THIS PRINCIPLE:

Climate Change and Biodiversity Policy, Environment Health & Safety Policy & Environmental Sustainability Policy.

PRINCIPLE 7: COMPANY ADVOCACY

The Company endeavors cooperate with trade association in support of legitimate trade practices, to work with Government bodies for the betterment of public polices and support issues such as fair and transparent business practices, inclusive growth, social responsibility and environmental stewardship.

POLICY

1. Company shall co-operate with all Government bodies and policy makers towards implementation of laws and regulations.
2. Wherever need be, Company shall provide constructive feedback and views towards polices keeping in mind the larger public interest.
3. Company shall co-operate with our trade associations in support of legitimate trade practices.

COMPANY'S OTHER POLICIES/SOPS SUPPLEMENTING THIS PRINCIPLE:

Anti-Corruption and Anti-Bribery, Supplier code of conduct, Environmental Sustainability Policy, Environment Health & Safety Policy Capacity and Capability Building Policy, General Terms and Conditions – Service Providers, General Terms and Conditions – Consultants, General Terms and Conditions – Suppliers.

PRINCIPLE 8: INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Corporate Social Responsibility is intrinsic to the core values of the Company and it believes in corporate excellence and social welfare. This corporate philosophy is force for integrating CSR in values, culture, operational and business decisions at all levels of the Company. Trident has a value system of giving back to the society and improving life of the people and surrounding environment.

POLICY

1. Company shall understand their impact on social and economic development, and respond through appropriate action to minimise the negative impacts.
2. Company shall innovate and invest in products, technologies and processes that promote the wellbeing of society.
3. Company shall make efforts to complement and support the development priorities at local and national levels, and assure appropriate resettlement and rehabilitation of communities who have been displaced owing to their business operations.
4. Company operating in regions that are underdeveloped should be especially sensitive to local concerns.

COMPANY'S OTHER POLICIES/SOPS SUPPLEMENTING THIS PRINCIPLE:

Corporate Social Responsibility (CSR) Policy, Human Right Policy, Vigil Mechanism & Whistle Blower Policy, HR Policies and Schemes: Diversity, Equity and Inclusion Policy, Capacity and Capability Building Policy, Employee Code of Conduct, Environment Health & Safety Policy, Equal Opportunity & Fair Treatment Policy, Grievance Handling Policy, Prevention of Sexual Harassment, Panchsabha initiatives, KAAAN, MUSKAAN.

PRINCIPLE 9: CUSTOMERS VALUE

The Company strive to deliver a strong value proposition to our customers through low cost, high-quality products. Driven by our deep understanding of customer markets in developed countries and the Company's significant presence in the international market, our focus on quality and brand identity has resulted in a network of loyal clientele worldwide. Company's alliance with major online retailers enable the Company to meet the evolving demands of today's tech savvy customer

POLICY

1. Company, while serving the needs of their customers, shall take into account the overall well-being of the customers and that of society.
2. Company shall ensure that they do not restrict the freedom of choice and free competition in any manner while designing, promoting and selling their products.

3. Company shall disclose all information truthfully and factually, through labelling and other means, including the risks to the individual, to society and to the planet from the use of the products, so that the customers can exercise their freedom to consume in a responsible manner. Where required, Company shall also educate their customers on the safe and responsible usage of their products and services.
4. Company shall promote and advertise their products in ways that do not mislead or confuse the consumers or violate any of the given principles.
5. Company shall exercise due care and caution while providing goods and services that result in over exploitation of natural resources or lead to excessive conspicuous consumption.
6. Company shall provide adequate grievance handling mechanisms to address customer concerns and feedback.

COMPANY'S OTHER POLICIES/SOPS SUPPLEMENTING THIS PRINCIPLE:

Grievance Handling Policy, Supplier code of conduct, Code of Business Conduct and Ethics, Customer Surveys/ Feedbacks.