HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: ETHICS, TRANSPARENCY AND ACCOUNTABILITY			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/ETA
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/ETA
APPLICABILITY OF POLICY		STAKEHOLDERS	

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HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: ETHICS, TRANSPARENCY AND ACCOUNTABILITY			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/ETA
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/ETA
APPLICABILITY OF POLICY		STAKEHOLDERS	

1. OBJECTIVE:

The Company endeavors to be recognized as an organization committed to the highest ethical standards in business and hence lays strong emphasis on ethical corporate citizenship and establishment of good corporate culture. We believe in adhering to the best governance practices to ensure protection of interests of all external stakeholders of the Company. The Group will make its best efforts to impress upon other entities in the value chain and its associates to participate in the Business Responsibility initiatives depending upon their means and resources. We also have a Vigil (Whistle Blower) mechanism which provides a channel to the employees and Directors to report to the management, concerns about unethical behavior, actual or suspected fraud or violation of the codes of conduct of our policy.

2. SCOPE:

This policy is applicable to the business divisions of Hindware Home Innovation Limited (Formerly Somany Home Innovation Limited) ("**the Company**") and its business associates, subsidiaries, joint ventures and other entities which are directly dealing with the company in the business operations.

3. POLICY:

1. The Company has developed Code of Conduct for directors, management and employees at all levels. The directors, management and employees at all levels will abide to ensure good governance, ethical practices, transparency and accountability in conducting affairs of the Company and dealing with stakeholders across the value chain.

2. The Company shall follow governance structures, procedures and practices that ensure ethical conduct at all levels across its value chain.

3. The Company shall maintain transparency and assure access to information about its decisions that impact relevant stakeholders.

4. The Company shall truthfully discharge its responsibility on making financial and other mandatory disclosures timely.

5. The Company shall ensure that genuine concerns of misconduct/unlawful conduct can be reported in a responsible and confidential manner to the concerned authorities.

6. None of the group companies will engage in practices that are abusive, corrupt, or anti-competitive.

7. In the Annual report of the Company sent to shareholders, the Chairman and Non-Executive Director will certify compliance of the Company's code of conduct by directors and senior management.

4. DEVIATIONS:

The Company shall ensure compliance to this policy at all times.

5. IMPLEMENTATION:

1. The policy shall be appropriately communicated within the group across all levels and shall be displayed on the Company's intranet.

2. The BR Head of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.

3. The BR Head shall also provide an annual declaration as to the compliance of the Policy.

4. Compliance with the Policy shall be monitored and evaluated by the Chief Financial Officer and Company Secretary & V. P. Group General Counsel on a regular basis.

5. Any grievances/ complaints with respect to violation of the policy shall be reported to brr@shilgroup.com

6. MODIFICATION/ AMENDMENT

Any or all provisions of this Policy would be subject to revision/amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and/ or any other statutory authorities, from time to time.

APPROVED BY:

Sd/-
Mr. Rakesh Kaul
Whole time Director & Chief Executive Officer

To be monitored by:

Sd/-
Mr. Naveen Malik
Chief Financial Officer

Sd/-
Ms. Payal M Puri
Company Secretary & V. P. Group General Counsel

HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - PRODUCT LIFECYCLE SUSTAINABILITY POLICY			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/PLSR
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/PLSP
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HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - PRODUCT LIFECYCLE SUSTAINABILITY POLICY			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/PLSR
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/PLSP
APPLICABILITY OF POLICY		STAKEHOLDERS	

1. OBJECTIVE:

Hindware Home Innovation Limited (Formerly Somany Home Innovation Limited) ("**the Company**") endeavours to embed the principles of sustainability, as far as practicable, in improving positive impact and reducing the negative environmental and social impact of its products and all our services. The Company recognizes its limited role in the life cycle of the products and makes efforts to engage and partner with other stakeholders along the value chain to achieve the set objective. Sustainable development integrates economic progress, social responsibility and environmental concerns with the purpose of improving quality of life. The Company expects that its Joint Ventures and Subsidiaries, if any, in future will follow the product positions similar to that of the Company.

2. SCOPE:

This policy is applicable to the business divisions of the Company and its business associates, subsidiaries, joint ventures.

3. POLICY:

1. The Company shall ensure that its products and services comply with all applicable statutes and regulations;

2. The Company shall work towards ensuring that all goods and services are procured and delivered embedding the principles of human rights, ethics, occupational health, safety and environment as defined in the company's policies namely:

a. Code of Conduct for Directors, Senior Management and Employees
b. Policy on Ethics, Transparency and Accountability
c. Policy on Employee Well Being
d. Policy on Human Rights
e. Policy on Customer Value

3. The Company shall work towards sourcing products and services in a manner so as to continuously maintain the balance between social, economic and minimise the environmental impacts ;

4. The Company shall continue to progressively factor in relevant social and environmental considerations during the process of development of products / services;

5. The Company shall continue to recognise and respect the rights of people who may be owners of traditional knowledge, and other forms of intellectual property, wherever relevant.

6. In designing the products, the Company shall ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.

7. The Company shall work with supply chain members that comply with applicable laws and regulations related to labour practices, human rights, bribery & corruption, occupational health, safety and environment ;

8. The Company shall encourage resource efficiency in the supply chain and shall guide supply chain members towards becoming more sustainable.

9. The Company shall work towards building capacity such that all the value chain partners, namely the third party manufacturers, service providers including transporters and suppliers of significant products, are sensitised and empowered to fulfil their roles and responsibilities towards sustainability ;

10. The 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 as per the applicable laws and promotion of safe usage and disposal of their products and services.

11. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.

4. DEVIATIONS:

The Company shall ensure compliance to this policy at all times.

5. IMPLEMENTATION:

1. The policy shall be appropriately communicated within the group across all levels and shall be displayed on the Company's intranet.

2. The BR Head of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.

3. The BR Head shall also provide an annual declaration as to the compliance of the Policy.

4. Compliance with the Policy shall be monitored and evaluated by the Chief Financial Officer and Company Secretary on a regular basis.

5. Any grievances/ complaints with respect to violation of the policy shall be reported to brr@shilgroup.com

6. MODIFICATION/ AMENDMENT

Any or all provisions of this Policy would be subject to revision/ amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and/ or any other statutory authorities, from time to time.

APPROVED BY:

Sd/-
Mr. Rakesh Kaul
Whole time Director & Chief Executive Officer

To be monitored by:

Sd/-
Mr. Naveen Malik
Chief Financial Officer

Sd/-
Ms. Payal M Puri
Company Secretary & V. P. Group General Counsel

HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: EMPLOYEE WELL BEING POLICY			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/WBP
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/WBP
APPLICABILITY OF POLICY		ALL EMPLOYEES	

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HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: EMPLOYEE WELL BEING POLICY			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/WBP
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/WBP
APPLICABILITY OF POLICY		ALL EMPLOYEES	

1. OBJECTIVE:

Hindware Home Innovation Limited (Formerly Somany Home Innovation Limited) ("**the Company**") endeavors to ensure the well-being of all its employees. At Hindware Home Innovation Limited, the safety, health and work life balance of employees are extremely important. The Company believes in giving its employees ample opportunities so that they shall be motivated, result oriented and committed to achieve excellence in their domain. The Company endeavors to provide work environment in which all individuals are treated with mutual respect and dignity.

2. SCOPE:

This policy is applicable to the business divisions of the Company.

3. POLICY DETAILS:

3.1 Diversity and Equal Opportunity

The 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 or disability.

3.2 Prevention of Child Labour/Forced Labour and Harassment

- The Company shall not use child labour, forced labour or any form of involuntary labour, paid or unpaid.
- The Company shall provide a work environment that is free from any form of discrimination.
- The Company shall create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities**.**

3.3 Employee Well Being:

- The Company shall provide facilities for the wellbeing of its employees including those with special needs.
- The Company shall ensure timely payment of wages and salaries.
- The Company shall provide a workplace environment that is safe, hygienic and which upholds the dignity of the employees.

- The Company shall ensure continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and nondiscriminatory basis.

4. DEVIATIONS:

The Company shall ensure compliance to this policy at all times.

5. IMPLEMENTATION:

1. The policy shall be appropriately communicated within the group across all levels and shall be displayed on the Company's intranet.

2. The BR Head of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.

3. The BR Head shall also provide an annual declaration as to the compliance of the Policy.

4. Compliance with the Policy shall be monitored and evaluated by the Chief Financial Officer and Company Secretary on a regular basis.

5. Any grievances/ complaints with respect to violation of the policy shall be reported to brr@shilgroup,com

6. MODIFICATION/ AMENDMENT

Any or all provisions of this Policy would be subject to revision/ amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and/ or any other statutory authorities, from time to time.

APPROVED BY:

Sd/-
Mr. Rakesh Kaul
Whole time Director & Chief Executive Officer

To be monitored by:

Sd/-
Mr. Naveen Malik
Chief Financial Officer

Sd/-
Ms. Payal M Puri
Company Secretary & V. P. Group General Counsel

HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - STAKEHOLDER ENGAGEMENT POLICY			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/SEP
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/SEP
APPLICABILITY OF POLICY		STAKEHOLDERS	

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HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - STAKEHOLDER ENGAGEMENT POLICY			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/SEP
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/SEP
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1. Objective:

Hindware Home Innovation Limited (Formerly Somany Home Innovation Limited) ("**the Company**") believes in the principle that the interest of all stakeholders must be protected and at the same time, company must be responsive towards them, especially those who are disadvantaged, vulnerable and marginalized. Hindware Group believes that stakeholder engagement leads to increased transparency, responsiveness, compliance, organizational learning, quality management, accountability and sustainability.

2. SCOPE:

This policy is applicable to the business divisions of the Company and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs and other entities which are directly dealing with the company either in the business operations or in its CSR activities.

3. POLICY:

1. The group shall understand the concerns of its stakeholders, define its purpose and scope of engagement, and commit to engaging with them.

2. The group shall acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders.

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3. The group shall strive to give special attention to stakeholders in areas that are underdeveloped as a part of CSR.

4. The group shall resolve differences with stakeholders in a just, fair and equitable manner.

4. DEVIATIONS:

The Company shall ensure compliance to this policy at all times.

5. IMPLEMENTATION:

1. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet.

2. The BR Head of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.

3. The BR Head shall also provide an annual declaration as to the compliance of the Policy.

4. Compliance with the Policy shall be monitored and evaluated by the Chief Financial Officer and Company Secretary on a regular basis.

5. Any grievances/ complaints with respect to violation of the policy shall be reported at brr@shilgroup.com

6. MODIFICATION/ AMENDMENT

Any or all provisions of this Policy would be subject to revision/ amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and/ or any other statutory authorities, from time to time.

APPROVED BY:

Sd/-
Mr. Rakesh Kaul
Whole time Director & Chief Executive Officer

To be monitored by:

Sd/-
Mr. Naveen Malik
Chief Financial Officer

Sd/-
Ms. Payal M Puri
Company Secretary & V. P. Group General Counsel

HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: POLICY ON HUMAN RIGHTS			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/HRP
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/HRP
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HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: POLICY ON HUMAN RIGHTS			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/HRP
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/HRP
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1. OBJECTIVE:

It is a fundamental responsibility of Hindware Home Innovation Limited (Formerly Somany Home Innovation Limited) ("**the Company**") to conduct our business in a manner that respects the rights and dignity of all people. We are committed to respecting fundamental human rights in our operations, our value chain, and in the communities where we operate.

2. SCOPE:

This policy is applicable to the business divisions of the Company and its business associates, subsidiaries, joint ventures and other entities which are directly dealing with the Company either in the business operations.

3. POLICY DETAILS:

3. 1 Respect for Human Rights

The Company shall recognize and respect the human rights of all relevant stakeholders and groups, including that of communities, consumers and vulnerable and marginalized groups.

3.2 Community & Stakeholder Engagement

The Company recognizes its impact on the communities in which it operates. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business.

3.3 Freedom of Association and Collective Bargaining

The Company respects our employees' right to join, form or not to join a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives.

3.4 Safe and Healthy Workplace: We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks.

4. DEVIATIONS:

The Company shall encourage all its stakeholders to abide by this Policy at all times.

5. IMPLEMENTATION:

1. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet.

2. The BR Head of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.

3. The BR Head shall also provide an annual declaration as to the compliance of the Policy.

4. Compliance with the Policy shall be monitored and evaluated by the Chief Financial Officer and Company Secretary on a regular basis.

5. Any grievances/ complaints with respect to violation of the policy shall be reported at brr@shilgroup.com

6. MODIFICATION/ AMENDMENT

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

APPROVED BY:

Sd/-
Mr. Rakesh Kaul
Whole time Director & Chief Executive Officer

To be monitored by:

Sd/-
Mr. Naveen Malik
Chief Financial Officer

Sd/-
Ms. Payal M Puri
Company Secretary & V. P. Group General Counsel

HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - PRESERVATION OF ENVIRONMENT			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/POE
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/POE
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HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - PRESERVATION OF ENVIRONMENT			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/POE
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/POE
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1. OBJECTIVE:

The Company places highest corporate priority in ensuring and adhering to best procedures relating to environment protection. Hindware Home Innovation Limited (Formerly Somany Home Innovation Limited) ("**the Company**") sets high standards in the area of environmental responsibility striving for performance that does not merely comply with regulations but reduces environmental impacts. The Company believes that it has a responsibility to take care of the planet and preserve its beauty, resources and strength for future generations.

2. SCOPE:

This policy is applicable to the business divisions of the Company and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs and other entities which are directly dealing with the company either in the business operations.

3. POLICY:

The Company is committed to -

1. Ensure that the products we sell and the packaging are safe for our employees, consumers, customers and environment;

2. Develop systems to assess and reduce the impact of our operations on the environment ensuring sustainability by implementing good international industry practices on environment like World Bank Group environment guidelines;

3. Meet and exceed the requirements of applicable national environmental laws, regulations and other stakeholders through an effective environmental management system across the Company;

4. Set continual improvement objectives and targets, provide adequate resources and review this periodically to ensure that these are met at individual units and corporate levels;

5. Take account of environment care in planning and decision making in all its business processes;

6. We support the preservation of resources and encourage the mantra "Reduce, Reuse and Recycle";

7. Institute and implement a system of regular environment audit in order to ensure compliance with laid down policy;

8. Ensure that subsidiaries and JV partners, if any will implement environment management systems commensurate to the risks and impacts of their operations;

9. Communicate about environment policy to all stakeholders like consumers, customers, employees, communities, public interest groups and provide with the relevant and appropriate factual information about the quality of products, packaging, operations and work;

10. Endeavour to develop responsible care environment guidelines among our primary suppliers.

4. DEVIATIONS:

The Company shall ensure compliance to this policy at all times.

5. IMPLEMENTATION:

1. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet.

2. The BR Head of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.

3. The BR Head shall also provide an annual declaration as to the compliance of the Policy.

4. Compliance with the Policy shall be monitored and evaluated by the Chief Financial Officer and Company Secretary on a regular basis.

5. Any grievances/ complaints with respect to violation of the policy shall be reported to brr@shilgroup.com

6. MODIFICATION/ AMENDMENT

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

APPROVED BY:

Sd/-
Mr. Rakesh Kaul
Whole time Director & Chief Executive Officer

HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - PRESERVATION OF ENVIRONMENT			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/POE
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/POE
APPLICABILITY OF POLICY		STAKEHOLDERS	

To be monitored by:

Sd/-
Mr. Naveen Malik
Chief Financial Officer

Sd/-
Ms. Payal M Puri
Company Secretary & V. P.
Group General Counsel

HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - RESPONSIBLE ADVOCACY			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/RA
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/RA
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HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - RESPONSIBLE ADVOCACY			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/RA
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/RA
APPLICABILITY OF POLICY		STAKEHOLDERS	

1. OBJECTIVE:

Hindware Home Innovation Limited (Formerly Somany Home Innovation Limited) ("**the Company**") believes that a lot can be achieved by the Company, if it works together with the Government, legislators, trade bodies and regulators to create positive social and environmental outcomes. The Company has always strived to create a positive impact in the business eco-system and communities by practicing pro-active advocacy not for securing certain benefits for industry, but for advocating certain best practices for the benefit of society at large. The Company engages with industry bodies and associations to influence public and regulatory policy in a responsible manner.

2. SCOPE:

This policy is applicable to the business divisions of the Company and its business associates, subsidiaries, joint ventures and other entities which are directly dealing with the company either in the business operations.

3. POLICY:

1. The Company shall work with industry organisations that are engaged in policy advocacy in a responsible manner;

2. The Company shall ensure that policy advocacy is conducted ethically.

3. Recognise our responsibility to respect human rights and avoid complicity in human rights abuses.

4. DEVIATIONS:

The Company shall ensure compliance to this policy at all times.

5. IMPLEMENTATION:

1. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet.

2. The BR Head, through the Company Secretary of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.

3. The BR Head shall also provide an annual declaration as to the compliance of the Policy.

4. Compliance with the Policy shall be monitored and evaluated by the Chief Financial Officer and Company Secretary on a regular basis.

5. Any grievances/ complaints with respect to violation of the policy shall be reported to brr@shilgroup.com

6. MODIFICATION/ AMENDMENT

Any or all provisions of this Policy would be subject to revision/ amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and/ or any other statutory authorities, from time to time.

APPROVED BY:

Sd/-
Mr. Rakesh Kaul
Whole time Director & Chief Executive Officer

To be monitored by:

Sd/-
Mr. Naveen Malik
Chief Financial Officer

Sd/-
Ms. Payal M Puri
Company Secretary & V. P. Group General Counsel

HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - INCLUSIVE GROWTH & EQUITABLE DEVELOPMENT			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/IGED
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/IGED
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HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - INCLUSIVE GROWTH & EQUITABLE DEVELOPMENT			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/IGED
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/IGED
APPLICABILITY OF POLICY		STAKEHOLDERS	

1. OBJECTIVE:

Hindware Home Innovation Limited (Formerly Somany Home Innovation Limited) ("**the Company**") has always believed to ensure protection of interests of all stakeholders of the Company at the same time maintaining healthy growth of the Company. In compliance with section 135 of the Companies Act, 2013 read with Companies (Corporate Social Responsibility Policy) Rules, 2014, the company has adopted a CSR Policy through which it undertakes the projects in accordance with Schedule VII of the Companies Act, 2013.

2. SCOPE:

This policy is applicable to the business divisions of the Company.

3. POLICY:

1. The Company shall innovate and invest in products, technologies and processes that promote the wellbeing of society.
2. The 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.
3. The Company shall be sensitive to local concerns while operating in regions that are underdeveloped.

4. DEVIATIONS:

The Company shall ensure compliance to this policy at all times.

5. IMPLEMENTATION:

1. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's intranet.

2. The BR Head shall be responsible for ensuring that the policy is implemented throughout the Company.

3. The BR Head shall also provide an annual declaration as to the compliance of the Policy.

4. Compliance with the Policy shall be monitored and evaluated by the Chief Financial Officer and Company Secretary on a regular basis.
5. Any grievances/ complaints with respect to violation of the policy shall be reported to brr@shilgroup.com

6. MODIFICATION/ AMENDMENT

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APPROVED BY:

Sd/-
Mr. Rakesh Kaul
Whole time Director & Chief Executive Officer

To be monitored by:

Sd/-
Mr. Naveen Malik
Chief Financial Officer

Sd/-
Ms. Payal M Puri
Company Secretary & V. P.
Group General Counsel

HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - CUSTOMER VALUE			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/CVP
VERSION DATE	23 JUNE 2020	VERSION NO.	SHIL/BRR/CVP
APPLICABILITY OF POLICY		STAKEHOLDERS	

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HINDWARE HOME INNOVATION LIMITED (FORMERLY SOMANY HOME INNOVATION LIMITED)			
SUBJECT: BRR - CUSTOMER VALUE			
CURRENT VERSION DATE	23 MAY 2022	VERSION NO.	HHIL/BRR/CVP
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1. OBJECTIVE:

Hindware Home Innovation Limited (Formerly Somany Home Innovation Limited) ("**the Company**") is a consumer centric company and the foundation of the company is based on the trust, satisfaction and loyalty of our consumers across the world. The Company is dedicated to delivering products that attracts customers and meet their need gaps. The Company's products are the result of understanding consumers' needs, through innovative technology by combining generations of practical experience with a continuous flow of new knowledge.

2. SCOPE:

This policy is applicable to the business divisions of the Company and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs and other entities which are directly dealing with the Company in the business operations.

3. POLICY:

1. The Company shall take into account the overall well-being of the customers and that of society.

2. The Company shall ensure that it does not restrict the freedom of choice and free competition in any manner while designing, promoting and selling its products.

3. The Company shall disclose all information truthfully and factually as per applicable laws, through labelling and other means, including the risks to the individual and to the society from the use of the products, so that the customers can exercise their freedom to consume in a responsible manner.

4. The Company shall educate its customers on the safe and responsible usage of its products and services.

5. The Company shall promote and advertise its products in ways that do not mislead or confuse the consumers.

6. The Company shall provide an adequate consumer feedback mechanism to address customer concerns and feedback.

4. DEVIATIONS:

The Company shall ensure compliance to this policy at all times.

5. IMPLEMENTATION:

1. The policy shall be appropriately communicated within the group across all levels and shall be displayed on the Company's intranet.

2. The BR Head of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.

3. The BR Head shall also provide an annual declaration as to the compliance of the Policy.

4. Compliance with the Policy shall be monitored and evaluated by the Chief Financial Officer and Company Secretary on a regular basis.

5. Any grievances/ complaints with respect to violation of the policy shall be reported to brr@shilgroup.com

6. MODIFICATION/ AMENDMENT

Any or all provisions of this Policy would be subject to revision/ amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

APPROVED BY:

Sd/-
Mr. Rakesh Kaul
Whole time Director & Chief Executive Officer

To be monitored by:

Sd/-
Mr. Naveen Malik
Chief Financial Officer

Sd/-
Ms. Payal M Puri
Company Secretary & V. P. Group General Counsel