



Business Responsibility Policy

**BALU FORGE INDUSTRIES LIMITED (BFIL)
(Formerly Known as Amaze Entertech Limited)**



BALU FORGE INDUSTRIES LIMITED
(Formerly Known as Amaze Entertech Limited)

BRR POLICY-1: ETHICS, TRANSPARENCY AND ACCOUNTABILITY

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015)

1. Philosophy:

Balu Forge Industries Limited (BFIL) believes that a company without ethics is like a body without a soul. At BFIL, it is firmly believed that for a successful and sustainable business, a strong foundation of ethical corporate citizenship and establishment of good corporate culture is essential. BFIL is committed to operate its business ethically in a manner such that all stakeholders i.e. investors, creditors, distributors, customers, employees, and even competitors, the governments and society at large, dealt within a fair manner. It has always believed in adhering to the best governance practices to ensure protection of interests of all stakeholders of the Company in tandem with healthy growth of the Company. The core value of BFIL ethical policy and practices are trustworthiness, respect, responsibility, fairness and caring. BFIL take a 'zero tolerance' approach to bribery and corruption and are committed to act professionally, fairly and with integrity in all the business dealings and relationships, wherever it operate.

2. Scope of application:

This policy is applicable to all the business divisions of the BFIL (hereinafter referred as "the company") and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs and other entities which are directly dealing with the company.

3. Policy:

- i. The company shall develop governance structures, procedures and practices that ensure ethical conduct at all levels across its value chain.
- ii. The company shall assure access to information about its decisions that impact relevant stakeholders.
- iii. The company shall not engage in practices that are abusive, corrupt, or anti-competition.
- iv. The company shall truthfully discharge its responsibility on making financial and other mandatory disclosures timely.
- v. Every employee of the company shall abide by the values and the commitment to ethical business practices reflected in the company's Code of Conduct and HR policies.
- vi. The company shall ensure that genuine concerns of misconduct/ unlawful conduct can be reported in a responsible and confidential manner through its Vigil Mechanism.
- vii. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.

4. Measurement of Ethical behaviour:

BFIL believe that the ethical behaviour of the company is predicted by the ethical behaviour of its owners, directors, managers and employees towards its stakeholders i.e. investors, creditors, distributors, customers, employees, the governments and society at large. The measurement of ethical behaviour revolves around following:

- i. Fairness to all stakeholders,
- ii. Transparency in all business dealings;

- iii. Raising that trust and confidence of stakeholders in the way the company operates;
- iv. Understanding and discharging societal responsibility;
- v. Long term thinking;
- vi. Overcoming from greed, insecurity, and lack of confidence.
- vii. Following every law of the land even when the law enforcers may not be able to detect the violation.

5. General obligations:

BFIL expects from its all stakeholders to

- i. Contribute to society and human well-being ;
- ii. Avoid harms to others;
- iii. Be honest and trustworthy;
- iv. Be fair and take action without discrimination;
- v. Practice integrity in inter-per

6. Specific Professional Responsibilities:

BFIL expects from its all stakeholders to

- i. Live the company's values - each day;
- ii. Take the ownership and have the passion for winning ;
- iii. Ensure people development and acquire & maintain professional competence;
- iv. Consumer focus;
- v. Teamwork;
- vi. Innovation;
- vii. Integrity;
- viii. Strive to achieve the highest quality, effectiveness and dignity in both the processes and products of professional work;
- ix. Know and respect existing laws;
- x. Deal with media tactfully;
- xi. Be upright and avoid undue inducements;
- xii. Observe corporate Discipline;
- xiii. Conduct yourself in a manner that reflects credit to the company;
- xiv. Be accountable to company's stakeholders;
- xv. Identify, mitigate and manage business risks;
- xvi. Protect company's properties

7. Additional provisions for Board Members and Sr. management:

It is expected from every members of the Board and Sr. management including the functional heads

- i. To participate in a company meeting, depending upon their eligibility and/ or requirement, and do not involve in related party transactions.
- ii. Do not take directorship in competitor's company.

8. Implementation:

- i. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's Website.
- ii. The Managing Director, through the Functional Heads of the Departments/ Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- iii. Any grievances/ complaints with respect to violation of the policy shall be reported to the Management of the Company and the Board shall take appropriate action against the wrongdoer.

9. Modification /Amendment in the Policy:

Any or all provisions of this Policy would be subject to revision I 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.



BALU FORGE INDUSTRIES LIMITED
(Formerly Known as Amaze Entertech Limited)

BRR POLICY - 2: PRODUCT LIFE CYCLE SUSTAINABILITY

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015)

1. Philosophy:

Balu Forge Industries Limited (BFIL) believes that Sustainable Development meets the needs of the present, without compromising the ability of future generations to meet their own needs. BFIL endeavours to develop the principles of sustainability, as far as practicable, into the various stages of product or service lifecycle including procurement of raw material /service, manufacturing of product or delivery of service, transportation of raw materials and finished goods, and disposal by consumers to improve the quality of life and people. BFIL believe that sustainable development calls for concerted efforts towards building an inclusive, sustainable and resilient future for people and planet. In order to achieve sustainable development, BFIL Limited believes that economic growth, social inclusion and environmental protection must be harmonised. It is the endeavour of BFIL to introduce the process of change in which the exploitation of resources, the direction of investments, the orientation of technological development and institutional change remain in harmony and enhance both current and future potential to meet the human needs and aspirations. Keeping in view the above, BFIL Limited endeavours to provide goods and services that are safe and contribute to sustainability throughout their life cycle.

2. Scope of application:

This policy is applicable to all the business divisions of the BFIL (hereinafter referred as "the company") and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs and other entities which are directly dealing with the company.

3. Policy:

1. 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 raw materials, are sensitised and empowered to fulfil their roles and responsibilities towards sustainability.
2. 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.
3. In designing the products, the company shall ensure that the manufacturing processes and technologies required to produce it are resource efficient and sustainable.
4. The company shall work towards ensuring that all goods and services are procured, manufactured and delivered embedding the principles of labour practices, human rights, ethics, occupational health, safety and environment.
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. The company shall work towards sourcing significant raw materials, products and services in a manner so as to continuously improve the balance between social, economic and environmental impacts.

7. The company shall continue to progressively factor in relevant social and environmental considerations during the process of development of products / services.
8. The company shall work towards safe and optimal resource use over the lifecycle of its products and services, including recycling of resources wherever possible;
9. 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 ;
10. The Company shall encourage resource efficiency in the supply chain and shall guide supply chain members towards becoming more sustainable.
11. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.

4. Implementation:

- i. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's Website.
- ii. The Managing Director, through the Functional Heads of the Departments/ Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- iii. Any grievances/ complaints with respect to violation of the policy shall be reported to the Management of the Company and the Board shall take appropriate action against the wrongdoer.

5. Modification /Amendment in the Policy:

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.



BALU FORGE INDUSTRIES LIMITED
(Formerly Known as Amaze Entertech Limited)

BRR POLICY - 3: EMPLOYEE WELL BEING

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015)

1. Philosophy:

Balu Forge industries Limited (BFIL) endeavours to ensure the well-being of all its employees. At BFIL, 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. BFIL endeavours to provide work environment in which all individuals are treated with mutual respect and dignity.

2. Scope:

This policy is applicable to all the business divisions of the BFIL.

3. Policy:

1. The company shall respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance Redressal mechanisms.
2. 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, disability or sexual orientation.
3. The company shall not use child labour, forced labour or any form of involuntary labour, paid or unpaid. Further, the company shall ensure that no person below the age of eighteen years is employed in the workplace.
4. The company shall take cognizance of work life balance of its employees especially that of women.
5. The company is committed to provide facilities for the wellbeing of its employees including those with special needs.
6. The company shall ensure timely payment of fair living wages to meet basic needs and economic security of the employees.
7. The company is committed to provide a workplace environment that is safe, hygienic humane and which upholds the dignity of the employees. Further, company shall communicate this provision to their employees and train them on regular basis.
8. The 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. The company shall promote employee morale and career development through enlightened human resource interventions
9. The company shall create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

4. Implementation:

- i. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's Website.
- ii. The Managing Director, through the Functional Heads of the Departments/ Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- iii. Any grievances/ complaints with respect to violation of the policy shall be reported to the Management of the Company and the Board shall take appropriate action against the wrongdoer.

5. Modification /Amendment in the Policy:

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.



BALU FORGE INDUSTRIES LIMITED
(Formerly Known as Amaze Entertech Limited)

BRR POLICY - 4: POLICY ON STAKEHOLDERS ENGAGEMENT

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015)

1. Philosophy:

Balu Forge industries Limited (BFIL) believe 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 marginalised. BFIL Limited believes that stakeholder engagement leads to increased transparency, responsiveness, compliance, organisational learning, quality management, accountability and sustainability.

2. Scope:

This policy is applicable to all the business divisions of the BFIL.

3. Policy:

- a. The Company shall identify their stakeholders, understand their concerns, define purpose and scope of engagement and commit to engage with them.
- b. The company shall acknowledge, assume responsibility and be transparent about the impact of their policies, decisions, product & services and associated operations on the stakeholders.
- c. The company shall strive to give special attention to stakeholders in areas that are underdeveloped.
- d. The company shall resolve differences with stakeholders in a just, fair and equitable manner.

4. Implementation:

- i. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's Website.
- ii. The Managing Director, through the Functional Heads of the Departments/ Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- iii. Any grievances/ complaints with respect to violation of the policy shall be reported to the Management of the Company and the Board shall take appropriate action against the wrongdoer.

5. Modification /Amendment in the Policy:

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.



BALU FORGE INDUSTRIES LIMITED
(Formerly Known as Amaze Entertech Limited)

BRR POLICY - 5: POLICY ON HUMAN RIGHTS

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015)

1. Philosophy:

Balu Forge Industries Limited (BFIL) respects and promotes human rights for all individuals. It is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by business activities before or if they occur through human rights due diligence and mitigation processes. BFIL recognizes its impact on the communities in which it operates. BFIL is 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. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

2. Scope:

This policy is applicable to all the business divisions of the BFIL.

3. Policy:

- i. The 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.
- ii. 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.
- iii. The company shall, within its sphere of influence, promote the awareness and realization of human rights across their value chain.
- iv. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.

4. Implementation:

- i. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's Website.
- ii. The Managing Director, through the Functional Heads of the Departments/ Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- iii. Any grievances/ complaints with respect to violation of the policy shall be reported to the Management of the Company and the Board shall take appropriate action against the wrongdoer.

5. Modification /Amendment in the Policy:

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



BALU FORGE INDUSTRIES LIMITED
(Formerly Known as Amaze Entertech Limited)

BRR POLICY - 6: PRESERVATION OF ENVIRONMENT

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015]

1. Philosophy:

Balu Forge Industries Limited (BFIL) is committed to adopt a business practice that creates long term stakeholders value by implementing opportunities and managing risks arising from economic, environmental and social developments. BFIL is committed to respect, protect, and make efforts to restore the environment. BFIL is focussed for performance that does not merely comply with regulations but reduces environmental impacts. BFIL 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 all the business divisions of the BFIL (hereinafter referred as "the company") and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs and other entities which are directly dealing with the company.

3. Policy:

- (i) BFIL 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.
- (ii) BFIL shall take measures to check and prevent pollution. BFIL shall assess the environmental damage and bear the cost of pollution abatement with due regard to public interest.
- (iii) BFIL shall ensure that benefits arising out of access and commercialization of biological and other natural resources and associated traditional knowledge are shared equitably.
- (iv) BFIL 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.
- (v) BFIL shall develop Environment Management Systems and contingency plans and processes that shall help it in preventing, mitigating and controlling environmental damages and disasters which may be caused due to its operations.
- (vi) BFIL shall strive to report its environmental performance, including the assessment of potential environmental risks associated with their operations, to the stakeholders in a fair and transparent manner.
- (vii) BFIL shall proactively persuade and support its value chain to adopt these principles

4. Implementation:

- i. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's Website.
- ii. The Managing Director, through the Functional Heads of the Departments/ Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- iii. Any grievances/ complaints with respect to violation of the policy shall be reported to the Management of the Company and the Board shall take appropriate action against the wrongdoer.



5. Modification /Amendment in the Policy:

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



BALU FORGE INDUSTRIES LIMITED
(Formerly Known as Amaze Entertech Limited)

BRR POLICY - 7: RESPONSIBLE ADVOCACY

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015)

1. Philosophy:

Balu Forge Industries Limited (BFIL) understands that it operates in various diversified sectors which requires consistent, balance and transparent interactions with various regulatory authorities and social organisations. BFIL believe that the engagement with the relevant authorities is guided by the values of commitment, integrity, transparency and the need to balance interest of diverse stakeholders. BFIL engages with industry bodies and associations to influence public and regulatory policy in a responsible manner.

2. Scope:

This policy is applicable to all the business divisions of the BFIL

3. Policy:

- i. The Company will make reasonable efforts to ensure that its advocacy positions are consistent with the principles and core elements enhancing business responsibility and transparency.
- ii. The Company may, in the best interest of all stakeholders, provide inputs in policy making decisions to various governmental authorities and agencies which concern the business and as well as the society in general, either directly or through the trade and industry chambers and such other collective platforms.

4. Implementation:

- i. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's Website.
- ii. The Managing Director, through the Functional Heads of the Departments/ Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- iii. Any grievances/ complaints with respect to violation of the policy shall be reported to the Management of the Company and the Board shall take appropriate action against the wrongdoer.

5. Modification /Amendment in the Policy:

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



BALU FORGE INDUSTRIES LIMITED
(Formerly Known as Amaze Entertech Limited)

BRR POLICY - 8: INCLUSIVE GROWTH & EQUITABLE DEVELOPMENT

[Regulation 34(2) (f) of SEBI Listing Regulations, 2015)

1. Philosophy:

Balu Forge Industries Limited (BFIL) believes that the sustainable development calls for concerted efforts towards building an inclusive, sustainable and resilient future for people and planet. In order to achieve inclusive growth and equitable development, BFIL believe that economic growth, social inclusion and environment protection must be harmonised. BFIL is committed to ensure protection of interest of all stakeholders.

2. Scope:

This policy is applicable to all the business divisions of the BFIL

3. Policy:

- i. BFIL endeavours to take appropriate actions for understanding the impact of its business operations on social and economic development and shall respond through suitable actions to minimise the negative impact, if any.
- ii. BFIL shall innovate and invest in products, technologies and processes that promote the well-being of society.
- iii. BFIL shall make efforts to complement and support the development priorities at local and national levels and ensure appropriate resettlement and rehabilitation of communities who have been displaced owing to their business operations.
- iv. BFIL shall undertake its CSR activities as and when applicable as per the requirement of Section 135 read with Schedule VII of the Companies Act, 2013.

4. Implementation:

- i. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's Website.
- ii. The Managing Director, through the Functional Heads of the Departments/ Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- iii. Any grievances/ complaints with respect to violation of the policy shall be reported to the Management of the Company and the Board shall take appropriate action against the wrongdoer.

5. Modification /Amendment in the Policy:

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



BALU FORGE INDUSTRIES LIMITED
(Formerly Known as Amaze Entertech Limited)

BRR POLICY - 9: CUSTOMER VALUE

(Regulation 34(2) (f) of SEBI Listing Regulations, 2015)

1. Philosophy:

Balu Forge Industries Limited (BFIL) believe that for a successful business, a consistent efforts are essential to engage with and provide value to their customers and consumers in a responsible manner. BFIL is committed to engage with and provide value to their customers and consumers in a responsible manner.

2. Scope:

This policy is applicable to all the business divisions of the BFIL

3. Policy:

- i. BFIL shall take into account the overall well-being of the customers and that of society while serving the needs of its customers.
- ii. BFIL shall ensure that it does not restrict the freedom of choice and free competition in any manner while designing, promoting and selling its products.
- iii. BFIL shall disclose all information truthfully and factually as per applicable laws through labelling and other means, including the risks to the individual, 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. Further, wherever required, BFIL shall educate their customers on the safe and responsible usage of its products and services.
- iv. BFIL shall promoter and advertises its products in a way that do not mislead or confuse the consumers.
- v. BFIL 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.
- vi. BFIL shall provide an adequate consumer feedback mechanism to address consumer concerns and feedback.

4. Implementation:

- i. The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's Website.
- ii. The Managing Director, through the Functional Heads of the Departments/ Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- iii. Any grievances/ complaints with respect to violation of the policy shall be reported to the Management of the Company and the Board shall take appropriate action against the wrongdoer.



5. Modification /Amendment in the Policy:

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