

Environmental, Social and Governance (ESG) POLICY

(Effective from, January 2021)



Our sustainability vision is to Be a Responsible Global Total Foods company driven by a passion to enhance the goodness in the food value chain. We are committed to embedding the principles of ESG (Environment, Social and Governance) into our operations and value chain by continuously engaging with our stakeholders.

Scope

The Britannia ESG Policy is applicable across all our operations and business facilities. We expect our suppliers and partners to share our values and embed these principles into their operations.

Governance & Oversight

The Managing Director has the authority to implement and amend the Company's ESG policy.

Sustainability Principles

Our sustainability framework comprises 4 pillars – Growth, Governance, Resources and People that collectively guide our approach to sustainability. The principles outlined in this policy are aligned with our 4 pillars of sustainability.

Growth:

Healthy products

We endeavour to enhance usage of functional ingredients and ingredients with inherent goodness in our product range as per recent scientific evidence. Our approach to Nutrition is outlined in the Britannia Nutrition Policy.

Governance:

Food safety and quality

We have integrated QFS (Quality and Food Safety) objectives in our business to align them with consistent metrics for monitoring performance. We ensure compliance with the requirements of the Food Safety and Standards Act, and our Quality Systems

require all our suppliers to comply with Food Safety and Quality Standards.

Genetically modified organisms (GMO)

We abide by the regulation of the Food Safety and Standards Authority of India (FSSAI) on GM (genetically modified) foods.

Ethical business practices

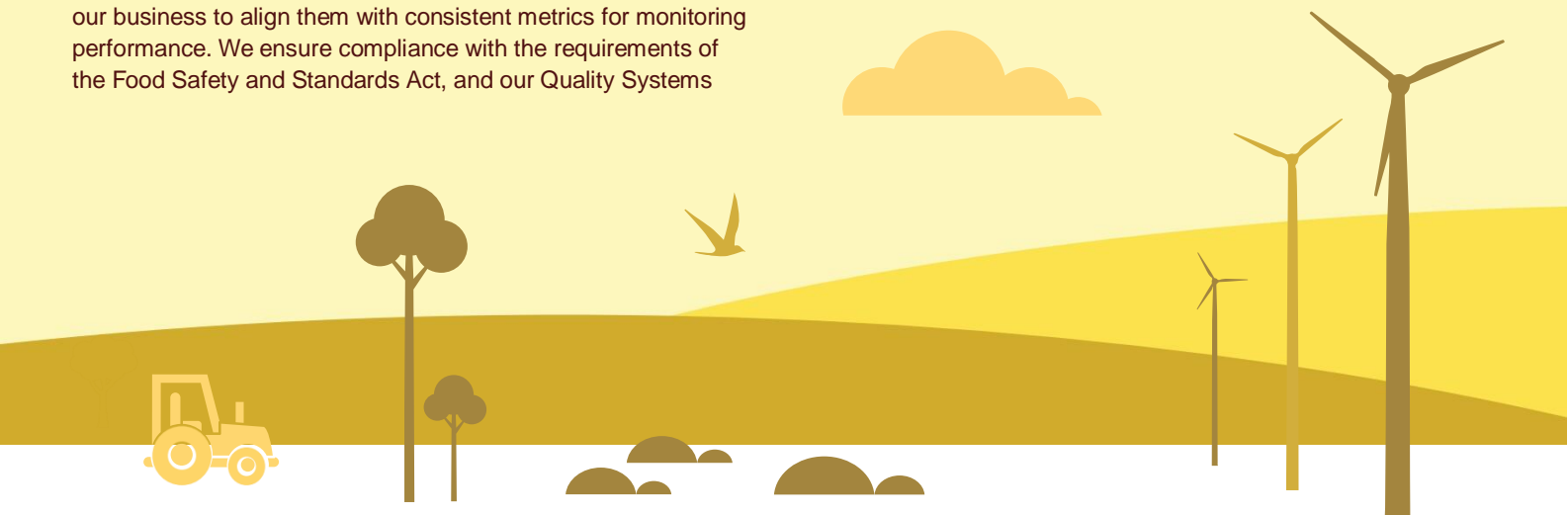
Britannia Guidelines for dealings between Britannia employees and those doing business with Britannia are in line with the Code of conduct for Independent directors, Supplier Code of Conduct and Code of Ethics for Non-Executive Directors of the Company.

Ethical marketing and labelling

We provide nutritional information on our products as per the applicable regulation. We also abide by leading ethical practices in Marketing and Communication, further details of which are outlined in the Britannia Marketing Communications Policy

Data Security and Privacy

We are committed to protecting the integrity and privacy of data through robust cybersecurity systems and internal safeguards



Resources:

Environmental Management

We ensure compliance with existing laws and regulations of environmental protection. We encourage the adoption of ecofriendly practices to maintain the functioning of a sustainable supply chain. We strive to minimize our environmental footprint by setting relevant targets and address climate change by transitioning to resource neutral operations. We strive to minimize the environmental impacts of our products, transport and logistics services. We seek to improve process efficiencies to reduce waste generation and partner with vendors that divert waste away from landfill. Responsible water management and sanitation practices is emphasized strongly at Britannia. Farmer engagement programs aimed at sustainable agricultural practices are also encouraged.

Biodiversity

We are committed to conserving biodiversity in and around our operations and abide by the biodiversity related laws of the nation and the state in which we operate.

Sustainable Packaging

Sustainable packaging is integral to Britannia's approach to sustainability. We strive to embed sustainable packaging into the packaging lifecycle through optimization, elimination, substitution of virgin plastic materials and management of post-consumer plastic waste through the Extended Producer Responsibility (EPR) mechanism.

Animal Welfare

We abide by the applicable animal protection laws and regulations. We strive to protect livestock by promoting healthy dairy farming and helping farmers inculcate better feeding, breeding, and management practices.

Sustainable sourcing

We endeavor to extend the principles of sustainability into our supply chain. Britannia's Supplier Code of Conduct outlines the expectations from our suppliers with respect to sustainability and ensure that they align with this policy. We prefer to partner with organizations that have their own sustainability initiatives and programs in place.

People:

Human Capital Development

We emphasize on performance orientation as well as identify and support internal talent to take on roles of increasing responsibility, challenges and leadership. We equip Britannians' with a learning platform early in their careers. We ensure development of the talent pipeline as well as strengthen our position for sustainable growth and industry leadership.

Diversity and Inclusion

We strive for an equitable balance in diversity and recruit new employees from across the country and diverse backgrounds. Britannia is an equal opportunity employer and provides similar opportunities to all employees across functions regardless of age, gender, religion or region.

Human Rights

Integrity and ethical ways of doing business are core to the Company and we believe firmly in protecting and upholding Human Rights. Britannia's Human Rights policy details our approach and focus on protecting, respecting and remediating human rights. Our Anti -Sexual Harassment, Whistle Blower and Labour and Welfare policies support Britannians in ensuring they have rights to expression and to remediation in instances of violations. We follow the working hours, breaks and overtime as per the applicable labour laws and ensure the maintenance of workplace hygiene and sanitation.

Occupational Health and Safety (OHS)

We are committed to create a safe and healthy working environment for all our workers. Britannia has established safety management systems in line with leading standards with governance and controls that ensure compliance with all applicable regulations.

Addressing malnutrition in our communities

We are committed to engaging with and supporting our communities in holistically addressing malnutrition through the Britannia Nutrition Foundation.



Varun Berry
Managing Director
BRITANNIA INDUSTRIES LIMITED