

SUSTAINABILITY POLICY

- To produce quality products in an eco-friendly, healthy & safe working environment in a socially responsible manner with continual improvement in performance and profitability to the satisfaction of all stakeholders by ensuring:
 - Customer satisfaction
 - Use less Produce More
 - Clean and green environment
 - Sound health and safe working practices
 - Compliance to the applicable laws and respecting the international instruments
 - Implementation of systems and continually improving their effectiveness
 - Safety of company assets through proper system of checks, audits and inspection
 - Adoption of cost-effective technologies and practices for improved productivity and profitability
 - Encourage adoption of Low carbon Economy for reducing carbon footprints and addressing global warming and climate change
 - Mutually beneficial stakeholders' relationship and equitable sharing of benefits.
 - Human resource satisfaction and succession planning mechanism for sustainability
 - Promotion of innovations and research and development for continual improvement in quality, profitability and productivity.
 - Promoting Free competition and freedom of choice to consumers
 - Encourage recognition and respect for rights of owners of intellectual property including traditional knowledge.
 - Transparent communication to relevant stakeholders of impact of policies, products and operations.
 - Implementation of suitable Grievance handling mechanism, wherever required.
- Identify stakeholders to understand their concerns and engage with them in a just, fair and equitable manner with special attention to Inclusive growth,
- Promote sustainable consumption including recycling of resources over the lifecycle of product and ensure everyone involved in value chain are aware of their responsibility.
- Respect and promote human rights, of all stakeholders, including vulnerable and marginalized sections, as specified in the Constitution of India and other laws across our business value chain and avoid complicity with human rights abuse by third party.

Signature_____

Ramakant Sharma, Director

Date: 10th April, 2014

ENVIRONMENT POLICY

- To ensure Clean, green and healthy environment through
 - Efficient use of natural resources, energy, plant and equipment
 - Reduction in emissions, noise, waste and green house gases
 - Promotion to Reuse and recycling of wastes
 - Continual improvement in environment management with proper systems to prevent, mitigate and control environmental impacts due to operations across the value chain and in local community.
 - Building awareness amongst all stakeholders including employees, customers, vendors etc. on environmental issues.
 - Compliance of relevant environmental legislations.

Signature_____

Ramakant Sharma, Director

Date: 10th April, 2014

ENERGY POLICY

- To ensure energy sustainability, we are committed to:
- Continual reduction of specific energy consumption
 - Utilization of alternate and renewable energy sources especially to produce green power
 - Adoption of eco-friendly and more energy efficient technology
 - Low carbon economy through regular energy audit and implementation of corrective actions
 - Data collection, analysis, monitoring and supporting system for continual benchmarking and improvement
 - Compliance of all applicable legal and other requirements

Signature_____

Ramakant Sharma, Director

Date: 10th April, 2014

PRODUCT QUALITY AND CUSTOMER SATISFACTION POLICY

- To provide products conforming to applicable standards and meeting customers' requirements to their total satisfaction for overall well being of the society.
- To continually improve performance and effectiveness of quality management system by setting and reviewing quality objectives for:
 - Customer satisfaction
 - Cost effectiveness
- Disclose all information truthfully and factually including risk to people and planet from use of products
- Educate consumers towards their rights as well as safe and responsible usage of product

Signature_____

Ramakant Sharma, Director

Date: 10th April, 2014

HUMAN RESOURCE POLICY

- We at Shree Cement are committed to:
 - Empower people and provide congenial work place
 - Promote well being and work life balance of people to let them live a Happy life
 - Honour individuality of every employee
 - No discrimination of any form in recruitment process and during employment
 - Develop competency through training on non discriminatory basis

- All Employees shall be given enough opportunity for betterment

- None of the person who is unwilling or those below the age of 18 years shall be engaged to work

- Incidence of Sexual/Mental or any other type of Harassment shall be viewed seriously

- Statute enacted shall be honoured in letter and spirit and standard Labour Practices shall be followed. Every employee shall be accountable to the law of the land & is expected to follow the same without any deviation.

- Ensure observance and compliance of business ethics and code of conduct

- Ensure observance and compliance of Safety & Health, Quality, Environment, Energy and other Policies

- Respect the right to freedom of association, participation and collective bargaining.

Signature_____

Ramakant Sharma, Director

Date: 10th April, 2014

SOCIAL ACCOUNTABILITY POLICY

- To operate in a socially responsible manner and focus on continual improvement of workplace conditions by:
 - Conforming to all the requirements of SA 8000 standard specially related to child and forced labour, freedom to collective bargaining, health and safety, non discrimination to ensure happiness of all stakeholders
 - Respecting the international instruments for Social Accountability and complying with all applicable laws
 - Making efforts to complement and support development priorities at local and national levels,
 - Making efforts to assure appropriate resettlement and rehabilitation of communities displaced owing to company's business operations.

Signature _____
Ramakant Sharma, Director

Date: 10th April, 2014

HEALTH & SAFETY POLICY

- To ensure Good Health and Safe Environment for all stakeholders by:
 - Promoting awareness on sound health and safe working practices
 - Continually improving health & safety Performance by regularly setting and reviewing objectives & targets
 - Identifying and minimizing injury and health hazards by effective risk control measures
 - Complying with all applicable legal and other requirements.

Signature _____
Ramakant Sharma, Director

Date: 10th April, 2014

WATER POLICY

- To provide sufficient and safe water to people & plant as well as to conserve water, we are committed to efficient water management practices viz:
 - Develop means & methods for water harvesting
 - Treatment of waste discharge water for reuse
 - Educate people for effective utilisation & conservation of water
 - Water audit & regular monitoring of water consumption

Signature _____
Ramakant Sharma, Director

Date: 10th April, 2014

HIV / AIDS POLICY

- Being a socio-economic issue concerning stakeholders of the society Shree Cement is committed to:
 - Create awareness on HIV / AIDS and its prevention among all stakeholders of the society
 - Treatment of HIV / AIDS infected patient in the Company's Dispensary without any discrimination

Signature _____
Ramakant Sharma, Director

Date: 10th April, 2014

INFORMATION TECHNOLOGY (IT) POLICY

- To create a robust IT platform that would focus on better efficiency & transparency in a constantly changing and competitive business environment by ensuring:
 - Availability of Best in class IT system for employees and across value chain
 - Safety and security of all data through implementation of appropriate storage and security systems
 - Implementation of Disaster Recovery Plan to prevent loss of data
 - Implementation system to ensure IT access control with prior authorization
 - Systems to ensure prevention of company's IT system and IT assets for any illegal or antisocial activity by any person including employees.
 - Education of the value chain including employees for better usage of IT systems
 - Continuous monitoring of the IT environment to ensure that company's IT infrastructure is regularly updated and at par with latest technologies and systems.

Signature_____

Ramakant Sharma, Director

Date: 10th April, 2014