

## **Business Responsibility Policy**

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## **Business Responsibility Policy**

This Policy applies to all Directors and employees of the Company.

Mr. Sanjay Pugalia has been nominated the Director responsible for the implementation of the Business Responsibility policy/policies.

Business Head of NDTV has been nominated the Business Responsibility Head responsible for implementing the Business Responsibility initiatives under the guidance and supervision of the Executive Co-Chairperson. She shall be responsible for providing clarifications on the Policy, ensuring adherence and compliance with the Policy and reviewing the results, impact, etc.

## **Policy 1: Ethics, Transparency and Accountability**

- 1) The Company has a detailed “Code of Conduct” to ensure all employees and Directors follow the highest standards of governance, ethics, transparency and accountability. The Executive Co-Chairperson will certify compliance with the Company’s “Code of Conduct” in the Annual Report of the Company by Directors and senior Management.
- 2) Any violation of the Code of Conduct by any employee prompts punitive action as clearly specified in the Code. Where needed, an investigation is carried out by the Disciplinary Review Committee which consists of three senior employees of the Company. All complaints, any investigation conducted, and corrective or punitive action taken is documented by HR and preserved in its records.
- 3) All journalists, Sales team members and other employees are aware that accepting gifts of any nature from any third party is not permissible. This is to preserve the independence of the Company’s journalism and content.
- 4) All advertorial content is called out as sponsored. No junket (travel organized by a sponsor or advertiser) can be accepted by an employee without the written consent of the Management. Any content produced via a trip of this nature is called out as sponsored.
- 5) The Company follows a strict no Hate-For-Profit principle for all its content. It will not create or broadcast any content that explicitly or implicitly seeks to create division, toxicity or lurid sensationalism.
- 6) The Company does not tolerate any bribery or corruption within or in dealing with external parties.
- 7) The Company shall follow governance structures, procedures and practices that ensure responsible conduct and compliance with all legal and regulatory requirements at all levels across the Company. The Company shall also ensure compliance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and all other rules and regulations as provided by SEBI, along with any other applicable laws and regulations.
- 8) The Company shall ensure transparency and access to information for relevant stakeholders.
- 9) The Company shall make timely disclosures to the Stock Exchanges on matters assessed as price sensitive as well as any other matters for which disclosures are required by law.

## **Policy 2: Safety and Sustainability of Goods and Services**

- 1) The Company produces and broadcasts 24-hour news on air and online. Its services do not create any material hazardous to the environment.
- 2) From generators to all lighting fixtures and air conditioning, all equipment used is designed to maximize energy efficiency.
- 3) The Company ensures that no single-use plastic is used by employees and that all paper used is recycled.
- 4) The Company regularly invests in upgrading all its technology to ensure it is eco-friendly.
- 5) The Company works with highest standards of journalism and firmly disallows any fake news or propaganda.
- 6) The Company abides by regulations and guidelines issued by the Telecom Regulatory Authority of India (TRAI), the Ministry of Information & Broadcasting and the self-regulatory guidelines issued by the Indian Broadcasting Federation (IBF). It is a member of the News Broadcasters Association (NBA) and follows all rules and regulations of this industry body. It has also appointed an ombudsman to monitor its response to complaints and concerns about its content, if any.

### **Policy 3: Well Being of Employees**

- 1) The Company ensures equal opportunities at the time of recruitment, as well as during the course of employment, irrespective of caste, creed, gender, race, religion, or disability.
- 2) The Company shall continue to not use child labor, forced labor or any form of involuntary labor, paid or unpaid.
- 3) The Company has systems and practices to ensure a harassment-free workplace where employees are safe and secure.
- 4) The Company provides and shall continue to provide facilities for the wellbeing of its employees, including those with special needs.
- 5) The Company ensures the regular upskilling and training of all its employees by providing learning opportunities on an equal, non-discriminatory basis.
- 6) The Company strictly follows various Acts, rules and regulations provided by the Ministry of Labour and Employment that are applicable to a media entity of its size.
- 7) The NDTV Group has an Anti-Sexual Harassment Policy in compliance with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("the Act"). There are three Internal Committees ("IC") that have been set up to handle, in compliance with the law, any complaints received regarding sexual harassment.

#### **Policy 4: Protecting and Promoting Stakeholders' Interest**

- 1) The Company follows ethical and business practices which ensure that the interests of its internal and external stakeholders are promoted and protected.
- 2) The Company continuously engages with its various stakeholders to understand their concerns and assess their requirements and respond to their needs.
- 3) Given that its audience is an integral stakeholder, the Company through the year produces and airs large and varied campaigns on all its platforms to spread awareness of important national causes such as sanitation, protecting the environment, education of the girl child etc.

## **Policy 5: Respecting and Promoting Human Rights**

Human rights being inherent, universal and interdependent in nature, the Company complies with all human rights-related laws and guidelines. It guarantees in its workplace - safety, hygiene, equality and zero-tolerance of any form of harassment.

## **Policy 6: Protecting Environment**

The Company will continue to follow, develop and promote sustainability and green initiatives. As part of this, it will further invest in energy-saving technology. It will also increase the amount of recycling that it currently engages in, though it does not produce any goods that are hazardous to the environment.

## **Policy 7: Public and Regulatory Policy – Acting Responsibly**

- 1) As a responsible news broadcaster, the Company operates with and respects the principles of a democracy including the right to freedom of speech and the responsibility to serve as free and fair media.
- 2) The Company observes strictly all legal and statutory requirements that apply to a media entity of its size.
- 3) The Company acts with full transparency in all its financial and editorial matters.
- 4) Through various industry associations, the Company makes recommendations/representations for the advancement and improvement of the news media in India.

## **Policy 8: Inclusive Growth and Equitable Development**

Through its long and respected history of nearly 30 years, the Company has always invested in extensive programming on the real India. It has done this even when these programmes found neither sponsorship nor large viewership. The Company's commitment to this programming is exemplary of its focus on highlighting the need for equitable development across India.

Apart from this, through long-running campaigns that include the raising of funds from its viewers, the Company has brought to national attention vital issues like sanitization, maternal health, the education of the girl child, the hardships confronted by farmers, the dangers of hate speech, etc.

## **Policy 9: Engaging and Consumer Value**

- 1) Through its online platform, the Company not just provides but regularly solicits comments and concerns from its online and on-air audience about its content.
- 2) An ombudsman helps implement it in place. All concerns and complaints are addressed promptly by senior personnel within the time limit prescribed by regulatory authorities.
- 3) A key aspect of enriching and engaging consumer-value is reflecting the experiences and views of the Company's audience.

Therefore, the Company engages constantly with its audience by including their comments, questions, videos and other accounts in its programming.

This ensures an interactivity that lends itself to inclusive programming.

- 4) The Company ensures that any complaint under the Code of Ethics & Broadcasting Standards and News Broadcasting Standards (Disputes Redressal) Regulations of News Broadcasters Association (NBA) is promptly addressed.

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