

Digispice Technologies Limited

Stakeholder Policy (Effective from 01.09.2021)

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1. Introduction and Regulatory Framework

- 1.1 The Company's equity shares are listed on the BSE Limited (BSE), National Stock Exchange of India Limited (NSE) and the company is under obligation to comply with the continuous disclosure and other obligations imposed by the SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015 (hereinafter referred to as "the Listing Regulations"). The Securities and Exchange Board of India ("SEBI") vide its Circular dated 13th August, 2012 mandated top 100 Listed Companies, based on their capitalization, to disclose the Business Responsibility Report (BRR). In the Year 2019, SEBI extended their coverage to the Top 1000 Listed Entities, based on market capitalization and mandated to publish BRR as a part of Company's Annual Report.
- 1.2 DiGiSPICE Technologies Limited (DTL), based on the market capitalization, became one of the Top 1,000 Listed Entities as on 31st March, 2021. Section D (2)(a)(1) of Annexure 1 of SEBI circular no. CIR/CFD/CMD/10/2015 dated November 04, 2015 on BRR states that the Company is required to formulate policies against each of nine principles of BRR. Principle 4 of BRR states "Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized". It is in this context that the Stake holder Policy ("Policy") is being framed and implemented.

2. Objective

- 2.1 DTL has an objective of being a responsible organisation working towards sustainable tomorrow. The company has framed this policy to attain its goal towards building sustainable ecosystem and stakeholder value.

3. Definitions:

- 3.1 "Company" means Digispice Technologies Limited, incorporated under the provisions of the Companies Act, 1956
- 3.2 "Policy" means Stakeholder Policy
- 3.3 All the word and expressions used but not defined in this policy, shall have the same meaning as defined in the SEBI Listing regulation and if not defined therein, then as per the Companies Act 2013 or Securities Contracts (Regulation) Act 1956 or Depository Act, 1966 and laws for the time being in force and/ or rules and regulation made thereunder, or any statutory modification or re-enactment thereto, as the case may be.

4. Policy

4.1 Stakeholder Identification

The company deeply believe in enhancing the value of its stakeholder and feel responsible towards their sustainable development. The company has identified following stakeholders: -

- Customers
- Employees
- Suppliers/ vendors
- Investors
- Society
- Government authority & Regulatory authority

The company from above identify below as disadvantaged, vulnerable & marginalized stakeholders:-

- Women Employee
- Contractual and low paid employees
- Petty suppliers

4.2 Responsibility & Transparency

The company believes in philosophy of growing together and taking along all its stakeholders with principal of mutual trust, visibility and transparency. The company ensure to be transparent and fair while dealing with all its stakeholders and resolve any concerns/ differences in just and equitable manner. The company pay special attention to stakeholders which are vulnerable. The Company take due care of impact on its stakeholder while framing policies, providing product and services including associated operation.

5. Review & Amendment

6.1 This Policy may be reviewed and amended periodically as and when required by the Board to ensure that it meets the objectives of the relevant legislation and needs of the Company and remains effective. The Board has the right to change/ amend the policy as may be expedient taking into account the law for the time being in force.

6.2 In the event of any amendment(s), clarification(s), circular(s), provision(s) etc. issued by the relevant authorities, not being consistent with the provisions laid down under this Policy, then the same shall prevail upon the provisions hereunder and this Policy shall stand amended accordingly.

6. Disclosure of the policy

This policy will be uploaded on the website of the Company.