



STARLINEPS ENTERPRISES LIMITED

RISK ASSESSMENT AND MANAGEMENT POLICY

Last amendment and review: 20th May, 2025



FRAMEWORK

Risk Management is a key aspect of the “Corporate Governance Principles and Code of Conduct” which aims to improvise the governance practices across the Company’s activities. Risk Management Policy and processes will enable the Company to proactively manage the uncertainty and changes in the internal and external environment to limit negative impacts and capitalize on opportunities.

In accordance with Section 134(3)(n) of the Companies Act, 2013, a company is required to include a statement indicating development and implementation of risk management policy for the company including identification therein of elements of risk, if any, which in the opinion of the Board may threaten the existence of the Company.

Accordingly, for risk management at “**StarlinePS Enterprises Limited**” (herein after referred to as the “Company”) defines the policy for the same (“**Risk Management Policy**”). This document shall be under the authority of the Board of Directors of the Company. It seeks to identify risks inherent in the operations of the Company and provides guidelines to define, measure, report, control and mitigate the identified risks.

OBJECTIVE OF THE POLICY

The main objective of this policy is to ensure sustainable business growth with stability and to promote a pro-active approach in reporting, evaluating and resolving risks associated with the business. In order to achieve the key objective, the policy establishes a structured and disciplined approach to Risk Management, in order to guide decisions on risk related issues and to create and protect shareholder value by minimizing threats or losses, and identifying and maximizing opportunities. This Risk Management Policy is being applied in order to ensure that effective management of risks is an integral part of every employee’s job. These include:

1. to ensure that all the current and future material risk exposures of the company are identified, assessed, quantified, appropriately mitigated, minimized and managed i.e. to ensure adequate systems for risk management;
2. to establish a framework for the Company’s risk management process and to ensure its implementation;
3. to enable compliance with appropriate regulations, wherever applicable, through the adoption of best practices;
4. to assure business growth with financial stability;
5. providing a framework that enables future activities to take place in a consistent and controlled manner;
6. improving decision making, planning and prioritization by comprehensive and structured understanding of business activities, volatility and opportunities/threats;
7. contributing towards more efficient use/allocation of the resources within the organization;
8. Identification of internal and external risks specifically faced by the Company, in particular including financial, operational, sectoral, sustainability (particularly, ESG related risks), information, cyber security risks or any other risk as may be.

RISK MANAGEMENT

- The Company shall lay down procedures to inform Board members about the risk assessment and minimization procedures.
- The Board shall be responsible for framing, implementing and monitoring the risk management plan for the company.

DEFINITIONS

“**Act**” means the Companies Act, 2013;



“**Audit Committee**” or “**Committee**” means Committee of Board of Directors of the Company in accordance with the provisions of the Companies Act, 2013;

“**Company**” means “**StarlinePS Enterprises Limited**”, a Company constituted under the provisions of the Companies Act, 1956;

“**Board of Directors**” or “**Board**” in relation to a Company, means the collective body of directors of the Company (Section 2(10) of the Companies Act, 2013);

“**Policy**” means Risk Management Policy of the Company.

RISK MANAGEMENT FRAMEWORK

Before proceeding to the policy attention is drawn to the roles that the Board and Audit Committee are required to play under the above regulations governing Risk Management:

1. The Board is responsible for the management of the risk in the Company. The Board will periodically review the risk management policy to ensure that executive management controls risk through means of a properly defined framework.
2. The Audit Committee’s role is to evaluate the risk management systems and provides assistance to the Board in fulfilling its Risk management responsibilities.

This policy shall complement the other policies of “**STARLINEPS ENTERPRISES LIMITED**” in place e.g. Related Party Transactions Policy, to ensure that the risk if any arising out of Related Party Transactions are effectively mitigated.

BROAD PRINCIPLES

The Board is required to review the business plan at regular intervals and develop the Risk Management Strategy which shall encompass laying down guiding principles on proactive planning for identifying, analyzing and mitigating all the material risks, both external and internal including environmental, business, operational, financial and others. Communication of Risk Management Strategy at various levels of the management for effective implementation is essential.

RESPONSIBILITY AND ACCOUNTABILITY:

BOARD:

The Board will undertake the following actions to ensure risk is managed appropriately:

- The Board shall be responsible for framing, implementing and monitoring the risk management plan for the company;
- Ensure that the appropriate systems of risk management are in place;
- The independent directors shall help in bringing an independent judgment to bear on the Board’s deliberations on issues of risk management and satisfy themselves that the systems of risk management are robust and defensible;
- Participate in major decisions affecting the organization’s risk profile;
- Have an awareness of and continually monitor the management of strategic risks;
- Be satisfied that processes and controls are in place for managing less significant risks;
- Be satisfied that an appropriate accountability framework is working whereby any delegation of risk is documented and performance can be monitored accordingly;
- Ensure risk management is integrated into board reporting and annual reporting mechanisms;

AUDIT COMMITTEE:



The following shall serve as the role and responsibility of the Audit Committee authorized to evaluate the effectiveness of the risk management framework:

- Evaluation of internal financial controls and risk management systems;
- Review of the strategy for implementing risk management policy;
- To examine the organization structure relating to Risk Management;
- Evaluate the efficacy of Risk Management Systems – Recording and Reporting;
- To review all hedging strategies/risk treatment methodologies vis a vis compliance with the Risk Management systems;
- Provides assistance to the Board in fulfilling its Risk management responsibilities.

RISK OWNERS:

- Risk owners are accountable to the Board for the development, implementation, maintenance and review of appropriate controls and strategies to manage allocated risks and reporting to the Board on control and strategies.

EMPLOYEES:

- All employees are responsible for taking reasonable and practical steps to perform their responsibilities delegated under this policy and related procedures.

KEY RISKS:

BUSINESS DYNAMICS:

- Variance in the demand and supply in various areas Based on experience gained from the past, the Company is able to predict the demand during a particular period and accordingly supply is planned and adjusted. Also, the Company is working on expanding its portfolio to mitigate the risks due to business fluctuations.

LIQUIDITY RISKS:

- Financial solvency and liquidity risks
- Borrowing limits
- Cash management risks etc.

CREDIT RISKS:

- Risks in settlement of dues by clients
- Provision for bad and doubtful debts etc.

MARKET RISKS:

- Demand and Supply Risks
- Quantities, Quality, Suppliers, lead time, interest rate risks etc.

HUMAN RESOURCE RISKS:

- Employee Turnover Risks
- Replacement risks
- Training risks
- Skill risks, etc.

DISASTER RISKS:



- Natural risks like Fire, Floods, Earthquakes, etc.

LEGAL RISKS:

- Contract Risks
- Contractual Liability
- Frauds
- Insurance Risks
- As the Company is governed by various laws and the Company has to do its business within the four walls of law, where the Company is exposed to legal risk exposure.
- The Company engages professionals, advisors who focus on evaluating the risks involved in a contract, ascertaining our responsibilities under the applicable law of the contract, restricting our liabilities under the contract, and covering the risks involved, to meet the general and specific requirements so that they can ensure adherence to all contractual obligations and commitments.
- Management places and encourages its employees to place full reliance on professional guidance and opinion and discuss impact of all laws and regulations to ensure company's total compliance. The suggestions and recommendations from professional agencies and industrial bodies etc., are carefully analyzed and acted upon wherever relevant.

CYBER SECURITY AND DATA PRIVACY:

- Unauthorized access
- Misuse
- Security breaches etc.

Cyber Security Measures:

- Risks to information and cyber systems shall be identified and mitigated to an acceptable level through a formal risk management process.
- Critical information shall be protected from unauthorized access, use, disclosure, modification, and disposal.
- Cyber security incidents, actual or suspected, shall be reported and investigated promptly, with corrective and preventive actions taken.
- All applicable cyber security standards, legal, statutory, and regulatory requirements shall be complied with.
- Awareness programs on cyber security shall be provided to employees and third parties where applicable

Data Privacy Measures:

- Company shall collect and process personal data only for identified business purposes, in accordance with the privacy notice and applicable laws.
- Personal data shall not be retained longer than necessary and shall be securely disposed of when no longer needed.
- Personal data shared with third parties shall be disclosed securely, ensuring adequate protection and compliance with applicable laws.
- Company shall implement data protection mechanisms to safeguard personal information from unauthorized access and data breaches.

INTEGRATION OF RISK MANAGEMENT STRATEGY

The risk management strategy of the Company is to be integrated with the overall business strategies of the organization and its mission statement to ensure that its risk management capabilities aid in establishing competitive advantage and allow management to develop reasonable assurance regarding the achievement of the Company's objectives.



IDENTIFICATION AND RISK ANALYSIS

Risk Identification is obligatory on all vertical and functional heads who with the inputs from their team members are required to report the material risks to the Chairman and Managing Director and Whole time directors of the Company along with their considered views and recommendations for risk mitigation.

The following steps to be taken:

Risk Identification: To identify organization's exposure to uncertainty, risks may be classified in the following:

1. Strategic
2. Operational
3. Financial
4. Hazard

Risk Description:

To display the identified risks in a structured format.

Risk Evaluation:

After risk analysis, comparison of estimated risks against organization risk criteria is required. It is to be used to make decisions about the significance of risks and whether each specific risk to be accepted or treated.

Risk Estimation:

Can be quantitative, semi quantitative or qualitative in terms of probability of occurrence and possible consequences.

Impact level on performance/profit- Both Threats and Opportunities

Reporting:

1) Internal Reporting

- a) Board of Directors
- b) Vertical Heads
- c) Individuals

2) External Reporting

To communicate to the stakeholders on regular basis as part of Corporate Governance.

DISCLOSURE IN BOARD'S REPORT

Board of Directors shall include a statement indicating development and implementation of a risk management policy for the Company including identification therein of elements of risks, if any, which in the opinion of the Board may threaten the existence of the Company.

RISK TREATMENT

Risk Treatment includes the process of selecting and implementing measures to mitigate risks and to prioritize risk control actions in terms of their potential to benefit the organization. Risk treatment



includes risk control/mitigation and extends to risk avoidance, risk transfer (insurance), risk financing, risk absorption etc. for

- a) Effective and efficient operations
- b) Effective Internal Controls
- c) Compliance with laws & regulations

Risk treatment shall be applied at all levels through carefully selected validations at each stage to ensure smooth achievement of the objective.

IMPLEMENTATION

The Company is prone to inherent business risks. This document is intended to formalize a risk management policy, the objective of which shall be identification, evaluation, monitoring and minimization of identifiable risks.

This policy is in compliance with the Listing Agreement which requires the Company to lay down procedure for risk minimization.

The Board of Directors of the Company and the Audit Committee shall periodically review and evaluate the risk management system of the Company so that the management controls the risks through properly defined network. Head of Departments shall be responsible for implementation of the risk management system as may be applicable to their respective areas of functioning and report to the Board and Audit Committee.

APPLICATION

This policy applies to all areas of the Company's operations.

DISCLOSURE /AMENDMENT

This policy as amended time to time shall be made available at the website of the company. The right to interpret/amend/modify this policy vests in the Board of Directors of the company.

COMPLIANCE RESPONSIBILITY

Compliance of this policy shall be the responsibility of the Officers of the Company who shall have the power to ask for any information or clarifications from the management in this regard.
