

RISK MANAGEMENT

POLICY

OF

HARMONY CAPITAL SERVICES LIMITED

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RISK MANAGEMENT POLICY:

1. Introduction:

Risk management is attempting to identify and then manage threats that could severely impact or bring down the organization. Generally, this involves reviewing operations of the organization, identifying potential threats to the organization and the likelihood of their occurrence, and then taking appropriate actions to address the most likely threats. This policy has been updated in its Board Meeting dated 24th January, 2020.

2. Policy Objective:

The objective of this policy is to ensure that the Board, its Audit Committee and its executive management should collectively identify the risks impacting the Company's business and document their process of risk identification, risk minimization, risk optimization as a part of a risk management policy or strategy.

3. Risk Mitigation Strategy:

The Company recognises that risk is an integral and unavoidable component of business and is committed to managing the risk in a proactive and effective manner. The Company believes that the Risk cannot be eliminated. However, it can be

- a. Assigned to another party, who is willing to take risk, say by buying an insurance policy or entering into a forward contract;
- b. Reduced, by having good internal controls;
- c. Avoided, by not entering into risky businesses;
- d. Retained, to either avoid the cost of trying to reduce risk or in anticipation of higher profits by taking on more risk, and;
- e. Shared, by following a middle path between retaining and assigning risk.

In today's challenging and competitive environment, strategies for mitigating inherent risks in accomplishing the growth plans of the Company are imperative. The common risks inter alia are: Regulations, competition, Business risk, Technology obsolescence, Investments, retention of talent and expansion of facilities.

Business risk, inter-alia, further includes financial risk, political risk, legal risk, etc. For managing Risk more efficiently the company would need to identify the risks that it faces in trying to achieve the objectives of the Company. Once these risks are identified, the risk manager would need to evaluate these risks to see which may have critical impact on the Company and which may not have significant impact to deserve further attention.

As a matter of policy, these risks are assessed and steps as appropriate are taken to mitigate the same.

4. Risk Management Framework:

Objectives must exist before management can identify potential events affecting their achievement. It ensures that management has in place a process to set objectives and that the chosen objectives support and align with the Company's mission and are consistent with its risk appetite.

5. Risk Mitigation Measures Adopted by the Company:

The Company has adopted the following measures to mitigate the risk arising out of Business Operation, Liquidity, Credit, Industry, Human Resource, Disaster, System, Legal, etc.

- ☐ The Company functions under a well-defined organization structure.
- ☐ Flow of information is well defined to avoid any conflict or communication gap between two or more Departments or Functions.
- ☐ Second level positions are created in each Department to continue the work without any interruption in case of non-availability of functional heads.
- ☐ Effective steps are being taken on a continuing basis taking various changing scenarios in the market.
- ☐ Proper financial planning is put in place with detailed Annual Business Plans discussed at appropriate levels within the organization.
- ☐ Appropriate recovery management and follow up.
- ☐ Password protection is provided at different levels to ensure data integrity.

6. Committee:

The Company shall constitute Risk Management Committee and comply with the SEBI Regulations as amended from time to time.

Roles & Responsibilities of the Committee will be as follows:

- To identify, assess, mitigate and monitor the existing as well as potential risks to the Company (including risks associated with cyber security and financial risk), to recommend the strategies to the Board to overcome them and review key leading indicators in this regard.
- To periodically review and approve the Risk Management framework including the risk management processes and practices of the Company.
- To evaluate significant risk exposures of the Company and assess management's actions to mitigate the exposures in a timely manner.
- To develop and implement action plans to mitigate the risks.

- To coordinate its activities with the Audit Committee in instances where there is any overlap with audit activities (e.g. internal or external audit issue relating to risk management policy or practice).
- To oversee at such intervals as may be necessary, the adequacy of Company's resources to perform its risk management responsibilities and achieve its objectives.
- To review and periodically assess the Company's performance against the identified risks of the Company.
- To perform such other activities related to Risk Management Plan as requested by the Board of Directors or to address issues related to any significant, subject within its term of reference.

7. Disclaimer Clause:

The Management cautions readers that the risks outlined above are not exhaustive and are for information purposes only. Management is not an expert in assessment of risk factors, risk mitigation measures and management's perception of risks. Readers are therefore requested to exercise their own judgment in assessing various risks associated with the Company.

8. Amendments in Law:

This policy shall, overall, be governed by Companies Act 2013 and the SEBI Regulations as may be amended from time to time. This Policy was last updated in Board Meeting dated 24th January, 2020.