



Human Rights Policy

Objective:

The objective of our Human Rights Policy is to promote and protect human rights within our organization and across our business operations and supply chain. We are committed to upholding the fundamental principles of human rights, ensuring fair treatment, dignity, and equality for all individuals associated with our company, including employees, contractors, customers, and stakeholders. Through this policy, we aim to create a positive and inclusive work environment while respecting and supporting human rights as defined by international laws and conventions.

Policy Statement:

At Shriram Pistons and Rings Limited, we firmly believe that all individuals have inherent dignity and rights that should be respected and upheld. We are dedicated to promoting human rights in all aspects of our business operations and supply chain. We are committed to providing a workplace that is free from discrimination, harassment, and any form of human rights violations. Our policy extends to the communities where we operate, ensuring that our activities respect the rights and well-being of those affected by our business.

We will not tolerate any human rights abuses, including child labor, forced labor, modern slavery, or any practices that infringe upon basic human rights. We strive to adhere to relevant international human rights principles and comply with applicable laws and regulations to support human rights and social justice.

We will work towards continuously improving our practices, collaborating with stakeholders, and seeking guidance from experts to strengthen our commitment to human rights. Our goal is to foster a culture that values diversity, inclusivity, and respect for every individual, reflecting our responsibility as a socially responsible corporate entity.

Scope of the Policy:

This Human Rights Policy applies to all aspects of 's operations, including:

- ❖ **Employees:** All employees, including full-time, part-time, and temporary workers, are covered under this policy. It ensures that they are treated fairly, without discrimination, and have access to safe working conditions and equal opportunities for growth and development.



- ❖ **Contractors and Suppliers:** We expect our contractors, suppliers, and business partners to uphold similar human rights standards and comply with relevant laws and regulations. We will work with them to promote and enforce these principles throughout our supply chain.

- ❖ **Customers:** Our commitment to human rights extends to our customers, ensuring that we provide products and services that meet ethical and human rights standards.

- ❖ **Communities:** We acknowledge the impact of our business activities on local communities and commit to respect the rights, customs, and cultural heritage of these communities.

- ❖ **Global Reach:** This policy is applicable to all our operations, regardless of geographical location, as we strive to uphold human rights principles universally.

This Human Rights Policy is an integral part of our corporate values, and we will communicate it to all employees, contractors, suppliers, and stakeholders.

Key components:

In addition to our core values and existing policies, we prioritize the following key areas:

- ❖ **Management of Employee Health and Safety Issues:**
 - Provide a safe and healthy work environment for all employees and visitors.
 - Regularly assess workplace hazards and implement measures to mitigate risks.
 - Conduct health and safety training programs to raise awareness and ensure compliance.
 - Encourage employees to report any health or safety concerns without fear of reprisal.
 - Continuously monitor and improve our health and safety performance.

- ❖ **Working Conditions:**
 - Uphold fair and just working conditions for all employees, including fair wages and benefits.
 - Comply with all applicable laws and regulations regarding working hours and overtime.



- Ensure that employees have access to clean and adequate facilities, including rest areas.
- Promote a culture of diversity, inclusion, and respect, where discrimination and harassment are not tolerated.

❖ **Labour Relations:**

- Recognize and respect the right of employees to organize and engage in collective bargaining.
- Establish open channels of communication between management and employees.
- Commit to resolving disputes through fair and transparent processes.

❖ **Employee Career Development:**

- Encourage and support the continuous development of our employees through training and education.
- Provide opportunities for career advancement and skill enhancement.
- Conduct regular performance evaluations to identify areas for growth and improvement.

❖ **Elimination of Child Labour / Adolescent Workers:**

- Strictly prohibit the use of child labour and ensure compliance with legal age requirements.
- Conduct thorough checks within our supply chain to identify and eliminate child labour practices.
- Implement appropriate measures to support the education and well-being of young workers.

❖ **Human Rights of Contract Labours:**

- Extend our commitment to respect human rights and fair treatment to contract workers.
- Work with contractors and suppliers to ensure that they also uphold human rights and labour standards.
- Regularly assess the working conditions and treatment of contract workers and take corrective actions if necessary.



❖ **Modern Slavery and Freely Chosen Employment**

- Rejection of Unacceptable Practices: Firmly reject forced, bonded, indentured labor, involuntary prison labor, and human trafficking.
- Grave Crime and Human Rights Violation: Modern slavery seen as a serious crime and direct violation of fundamental human rights.
- Zero Compromise: No room for compromise in addressing modern slavery.
- Manifestations of Modern Slavery: Includes slavery, servitude, child labor, forced and compulsory labor, human trafficking.
- Deprivation of Liberty: Common thread is depriving individuals of liberty for personal or commercial gain.
- Ethical Foundation: Ethical and integrity-driven business dealings and relationships.
- Robust Systems and Controls: Implemented strong systems and controls across organization and supply chains.
- Minimum Employment Age: Globally set minimum employment age at 18, respecting higher age requirements if mandated by local laws.
- Well-being of Young Individuals: Adherence to higher age requirements in accordance with local laws.
- Mission Against Modern Slavery: Resolute mission to eradicate modern slavery, creating a fair, free, and dignified environment.

❖ **Diversity and Equality: Non- Discrimination**

- Non-Discrimination Commitment:
 - Discrimination not accepted in the company.
 - Strong commitment to upholding equality and diversity.
- Avoiding Discrimination:
 - No discriminatory decisions or actions made.
 - Factors excluded from discrimination: age, gender, sexual orientation, gender reassignment, pregnancy, marital status, race, color, ethnicity, disability, religion, political affiliation, union membership.
- Leveraging Diversity:
 - Embrace unique strengths and perspectives of individuals.
 - Diversity harnessed for driving innovation and fostering unity.
- Creating Inclusive Environment:
 - Goal: Workplace where every individual is valued, respected, and empowered.
 - Aim to eliminate prejudice and bias.



- Proactive Measures and Education:
 - Implement proactive steps for inclusivity.
 - Ongoing education for an inclusive environment.
- Celebrating Individuality:
 - Cultivate a culture celebrating individuality.
 - Promote belongingness for all organization members.
- Unified Pursuit:
 - Joint pursuit of an inclusive, non-discriminatory workplace.
 - United stance against discrimination.

❖ Fair Treatment

- Workplace Well-being and Dignity:
 - Our organization is dedicated to cultivating a workplace culture that places the well-being and dignity of every worker as a top priority.
 - We stand unwaveringly by a zero-tolerance policy against any instances of harsh or inhumane treatment.
- Rejection of Unacceptable Acts:
 - Our resolute stance is against acts such as sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, and verbal abuse of workers.
 - Our commitment extends to ensuring that no worker ever faces the specter of such treatment within our organization.
- Safe and Supportive Environment:
 - Creating a secure and supportive work environment is paramount to us.
 - We actively champion open communication, foster empathy, and nurture mutual respect among all members of our workforce.
- Empowerment Through Training:
 - Through continuous training and transparent policy communication, we empower our employees to voice their concerns confidently.
 - Every employee is encouraged to report any issues they may have.
- Seriousness in Addressing Concerns:
 - We treat every reported concern with utmost seriousness.
 - Swift and fitting actions are taken to rectify any matters related to equitable treatment.
- Policy Clarity and Awareness:
 - Our policies are communicated clearly to all, leaving no room for ambiguity.
 - Every employee is aware of the expected standards of behavior.



- Mutual Respect Cultivation:
 - We actively nurture an atmosphere of mutual respect among our workforce.
 - Every worker's dignity and rights are upheld and valued.
- Prevention and Positive Intervention:
 - Our focus lies in preventing mistreatment from ever occurring.
 - We intervene proactively to maintain a harmonious work environment.
- Commitment to Accountability:
 - We are deeply committed to holding ourselves accountable in maintaining a workplace of respect.
 - Our standards of behavior apply consistently to all.

❖ Freedom of Association and Collective Bargaining

- Freedom of Association and Collective Bargaining:
 - Strong belief in upholding employees' fundamental right to freedom of association and collective bargaining.
 - Deep respect for employee rights granted by local and national laws, including participation in lawful trade union activities.
- Support for Open Dialogue:
 - Active support and encouragement for an environment where employees can freely associate and engage in collective bargaining.
 - Fostering open dialogue and collaboration between workforce and management.
- Protection from Reprisals:
 - Commitment to empower employees includes safeguarding those involved in lawful trade union activities from reprisals or deterrence.
 - Ensuring a secure environment for employee participation.
- Promotion of Rights Awareness:
 - Beyond rhetoric, active promotion of awareness and understanding of employee rights.
 - Providing necessary resources and information regarding freedom of association.
- Responsible Employer Approach:
 - Valuing workforce perspectives and contributions as a responsible employer.
 - Cultivating a culture of open communication and mutual respect.
- Inclusive Workplace Culture:
 - Creation of a workplace where each individual's voice is heard and respected.
 - Upholding employee rights without compromise.



- Empowerment Through Information:
 - Empowering employees by ensuring access to rights-related information.
 - Enabling informed choices in exercising their freedoms.
- Legal Compliance and Ethical Stand:
 - Adherence to local and national laws while also maintaining ethical commitment to employee rights.
 - Striving to exceed legal requirements in employee well-being.
- Collaborative Management Approach:
 - Encouraging collaboration between management and workforce.
 - Building a harmonious and productive work environment.

This policy shall be communicated to all employees, contractors, and stakeholders, and its implementation will be regularly monitored and reviewed to ensure ongoing compliance and improvement. At Shriram Pistons and Rings Limited, we firmly believe that respecting human rights and promoting ethical labour practices are essential components of our corporate responsibility and sustainable growth.