



## HUMAN RIGHTS POLICY

Shriram Pistons & Rings Ltd. (SPRL) value and protect human rights. SPRL aspires to provide a working environment that fosters the protection of human rights. Our workers, vendors, suppliers, and business partners are required to uphold the same standards.

- 1. Child Labour and Forced Labour:** We pledge that we, under no circumstances, employ child or forced labour in any of our activities. Throughout our activities, we check compliance with the legally established minimum working age criterion and prohibit the use of child labour. We do not use coercive, coerced, or bonded labour and respect each employee and worker's right to enter and exit the workforce at any time.
- 2. Diversity, Equal Opportunity and Non-Discrimination:** We are committed to and work hard to ensure that our employees and workers are treated with dignity, respect, and fairness throughout our operations and that they are not subjected to harassment, forced labour, or other inhumane treatment because of their gender, sex, sexual orientation, race, religion, caste, ethnicity, nationality, age, disability, HIV status, or family status.
- 3. Right to Association:** We recognise freedom of association while supporting our employees' rights to engage in collective bargaining agreements. We strive to handle employee health and safety problems, paid leave, notice periods, and process improvement.
- 4. Environment Health and Safety (EHS):** We strive to improve our EHS performance year after year while also pursuing environmentally responsible business practices. We maintain track of all incidents, perform thorough investigations, and give training to increase both workers' and contractors' understanding of possible hazards and the procedures necessary to mitigate them.
- 5. Recruitment:** We have built merit-based systems for hiring, rewarding, and promoting personnel. All job terms and conditions are completely published, and we do not accept any fraudulent recruitment techniques.
- 6. Data Privacy:** We respect the privacy of our workers, vendors, suppliers, and business colleagues by taking the necessary procedures needed by law to secure and protect personal data. We never reveal anyone's financial, medical, or personal information unless mandated by law.
- 7. Safe Workplace:** We are committed to maintaining a safe workplace free of threats from both within and beyond the organisation, such as violence, harassment, intimidation, and other harmful or disruptive events.