

SUSTAINABLE SUPPLY CHAIN POLICY

OBJECTIVE

Shriram Pistons & Rings Ltd. (SPRL) has incorporated the sustainable supply chain into its ESG management system and has requested its business partners to do the same. This will lower relevant risks while strengthening SPRL's position as a sustainable organisation.

In supplier management and procurement management, SPRL has always adhered to the concepts of open bidding, bid review, complaint handling and the ideals of transparency, justice, fairness, and efficiency. To protect the interests of all stakeholders, SPRL is subject to oversight from suppliers and consumers.

POLICY STATEMENT

We are committed to building a sustainable supply chain to ensure that our collaborations are free of environmental, social, and governance concerns and that we achieve consistent and sustainable growth.

PLAN OF ACTION

Environmental Protection

- Suppliers must implement environmental management measures to reduce the environmental impact of their company's activities, goods, and services, file a harassment complaint, or support someone who reports discrimination in line with the policy.
- Suppliers must adopt environmental policies and follow suitable environmental management standards and processes in order to assess the environmental impact of their company's activities, commodities, and services.

Employee Rights and Welfare

- Suppliers must not recruit anyone who is under the legal working age in their country.
- Suppliers must not utilise forced or coercive labour.

- Suppliers shall not discriminate against workers or job seekers on the basis of gender, age, marital or maternity status, ethnicity, colour, religion, sexual orientation, native place, domicile, nationality, party affiliation, educational background, or other similar factors.
- Suppliers must enter into employment contracts with all employees that meet local legal requirements, pay employees at or above the local statutory minimum levels, and pay employees on time.
- Overtime labour must be compensated in accordance with local regulations, and overtime work must not exceed the statutory working hour limit.
- Suppliers must adopt proper occupational health and safety standards and procedures to reduce occupational injuries and illnesses, as well as policies to protect employees' rights and interests, as well as their health and safety.
- Suppliers must implement appropriate communication channels and grievance processes so that workers may express their issues to the supplier's management.
- Suppliers must use proper risk management strategies and preventative actions to avert disasters in environmental and labour management as much as possible.

We plan to empower our partners inside these ecosystems through technology and financial services based on supply chain management. In terms of sustainable development, SPRL continues to promote ESG among all of its supply chain partners to achieve greater environmental, social, and corporate advantages in practise, and to collaborate to create a sustainable future.