



Business Ethics Policy

Introduction:

Shriram Pistons and Rings Limited (SPRL) acknowledges the vital role of ethics in cultivating a responsible and sustainable business environment. This policy articulates SPRL's unwavering commitment to conducting business with the utmost standards of integrity, transparency, and ethical behaviour.

Policy Statement/Objective:

SPRL is devoted to maintaining ethical standards in all facets of its operations. The objective is to nurture a culture of integrity, trust, and accountability, ensuring that SPRL's business practices align with legal requirements and ethical norms.

Defined Terms:

- Ethics: Principles and standards guiding conduct in business, emphasizing honesty, fairness, and responsibility.
- Compliance: Adhering to applicable laws, regulations, and internal policies.

Applicability/Scope:

This policy extends to all SPRL employees, contractors, and stakeholders involved in chemical manufacturing operations, encompassing all facilities, laboratories, offices, and areas under SPRL's operational control.

Personnel/Department Responsibility:

The Compliance and Ethics Department holds the responsibility for implementing and overseeing adherence to ethical standards. All departments and employees are accountable for promoting and upholding ethical behaviour.

Guidelines:

Operate with Honesty and Transparency in All Business Dealings:

This guiding principle underscores the paramount importance of conducting business with unwavering integrity and transparency. Employees are tasked with providing precise and truthful information in every interaction, be it with colleagues, clients, or stakeholders. Transparency involves the sharing of information that is pertinent and essential for well-informed decision-making, cultivating a culture steeped in trust and credibility.

Steer Clear of Conflicts of Interest and Promptly Disclose Potential Conflicts:



Employees are expected to avoid situations where personal interests might clash with those of the company. In the event of a potential conflict, employees are obliged to promptly disclose the conflict to relevant parties, such as supervisors or the Compliance and Ethics Department. Transparency in managing conflicts is pivotal for maintaining trust and ensuring impartial business decisions.

Champion Fair Business Practices and Adhere to Competition Laws:

This guideline underscores the commitment to fair competition and ethical business conduct. Employees are expected to participate in fair and lawful competition, steering clear of anti-competitive practices like price fixing, market manipulation, or unfair trade practices. Adherence to competition laws ensures a level playing field, fostering a healthy business environment.

Promote Human Rights, Diversity, and Inclusion:

SPRL is steadfast in upholding human rights and fostering a workplace that embraces diversity and inclusion. Employees are expected to treat everyone with dignity and respect, regardless of background, ethnicity, gender, or any other characteristic. Promoting diversity and inclusion not only aligns with ethical standards but also enhances innovation and collaboration within the organization.

Prohibit Bribery, Corruption, and Unethical Practices:

This guideline emphatically prohibits any form of bribery, corruption, or unethical practices. Employees must refrain from offering, accepting, or facilitating bribes, kickbacks, or any corrupt activities. SPRL is committed to conducting business ethically and legally, ensuring that all interactions with third parties, including government officials, adhere to the highest standards of integrity. This prohibition extends to unethical practices that could compromise the company's reputation or violate legal standards. The goal is to establish a business environment free from corrupt influences and unethical behaviour, fostering trust among stakeholders and safeguarding SPRL's reputation.

Compliance:

SPRL is firmly committed to upholding all pertinent laws and regulations pertaining to business ethics. Non-compliance may result in disciplinary actions, including termination.

Oversight Mechanism:

To ensure adherence to business ethics standards, routine audits and assessments will be undertaken. Any instances of deviation or non-compliance will be promptly addressed.



Provision for Review/Amendment:

This policy will undergo an annual review or as necessary to guarantee its conformity with evolving legal and ethical standards. Amendments will be incorporated to address alterations in regulations or industry norms.

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