

### **Protection Against Victimization**

Shriram Pistons and Rings Ltd. (SPRL) is fully devoted to keeping the highest standards of honesty, responsibility, and transparency in order to conduct its business responsibly. This devotion is also reflected in the ideas and rules that govern tax strategy and operations.

1. During the pendency of the Complaint, the Company shall:
  - a) In the event the Accused is the Complainant's Supervisor/Superior, review the possibility of relocating the Complainant within the Company and ensure that the Complainant is not subject to appraisal by the Accused;
  - b) Ensure that any sort of retaliation against the Complainant or witnesses is strictly prohibited. Any act of reprisal, including internal interference, coercion & restraint, by the Accused, whether directly or indirectly, will result in appropriate action against the Accused by the Grievance Handling Committee in consultation with the Management;
  - c) Where the Accused is a third party interacting with the Company, such Accused shall not be allowed to enter the Company premises except for the purpose of attending the present Complaint.
2. After the conclusion of the investigations of the Complaint:
  - a) If the Accused is found to be guilty, the Accused shall not write the Appraisal Reports of the Complainant, if he or she is otherwise so authorized;
  - b) Where the Accused is a third party interacting with the Company, and found to be guilty, the Accused shall not be allowed to enter the Company premises.

In the event, the Grievance Handling Committee after investigation of a Complaint in accordance with the procedure prescribed herein, concludes that the Complaint was false and made with malaise intention by the Complainant, then the Grievance Handling Committee shall take such appropriate measures, in consultation with the Management, against the Complainant, as it may deem necessary.

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