

## **SHRIRAM PISTONS & RINGS LIMITED: NEW DELHI**

### **Business Ethics Policy**

#### **1. Introduction:**

Shriram Pistons & 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, ethical behaviour compliance with applicable laws, and the promotion of sustainable business practices.

#### **2. Objective:**

SPRL is devoted to maintaining ethical standards in all facets of its operations. The objective is to:

- Foster a culture of ethics, responsibility, and compliance across all levels of SPRL and its value chain.
- Ensure that employees, suppliers, vendors, contractors, and other stakeholders adhere to ethical business practices.
- Promote environmental stewardship, sustainability, and responsible resource management.
- Safeguard data privacy and cybersecurity in an evolving digital landscape.

#### **3. Scope:**

This policy applies to all SPRL employees, contractors, suppliers, vendors, business partners, and stakeholders across all locations, including manufacturing sites, offices, and subsidiaries.

#### **4. Roles and Responsibilities:**

The Compliance Officer shall oversee implementation, ensure awareness and adherence to the policy, uphold ethical standards, and address any concerns or violations.

#### **5. Policy Guidelines:**

- a) Integrity & Transparency: Conduct business with honesty, provide accurate information, and foster trust among stakeholders.
- b) Avoidance of Conflicts of Interest: Disclose any personal or financial interests that could impact professional judgment.

- c) Fair Business Practices & Competition Laws: Comply with competition regulations, avoid anti-competitive behaviour, and promote fair trade.
- d) Respect for Human Rights, Diversity & Inclusion: Provide a safe, inclusive workplace free from discrimination, harassment, and forced labour.
- e) Anti-Bribery & Corruption: Prohibit any form of bribery, kickbacks, or unethical inducements.
- f) Environmental Responsibility & Sustainability: Minimize environmental impact by adopting sustainable sourcing, waste reduction, and responsible energy use.
- g) Digital Ethics & Data Privacy: Protect company and stakeholder data, ensure cybersecurity best practices, and prevent unauthorized access to information.
- h) Health & Safety Commitment: Maintain workplace safety standards, provide necessary training, and comply with all occupational health regulations.
- i) Whistleblower Protection & Non-Retaliation: Encourage the reporting of unethical behaviour and ensure protection against retaliation.

**6. Training & Awareness:**

SPRL will conduct regular training sessions for employees and value chain partners to enhance awareness of ethical standards and compliance requirements.

**7. 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.

**8. 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.

**Approving Authority:**

Sd/-

**Krishnakumar Srinivasan**

**MD & CEO**

**Effective Date: April 1, 2025**