

SHRIRAM PISTONS & RINGS LIMITED: NEW DELHI

Equal Opportunity for Work and Pay Policy

1. Objective:

The objective of this policy is to implement Equal Opportunity for Work and Pay regulations and principles in compliance with anti-discrimination legislation. All types of harassment and discrimination are prohibited at the firm. It provides equal employment chances to all workers and candidates without regard to age, national origin, race, colour, religion, sex, sexual orientation, gender identity or expression, pregnancy, or any other legally protected feature. The Company adheres to all applicable laws and regulations.

2. Scope:

This policy applies to all aspects of the relationship between Shriram Pistons and Rings Ltd. (SPRL) and its employees, including but not limited to recruitment, employment, promotion, transfer, training, working conditions, wages and salary administration, and employee benefits.

3. Policy Statement:

SPRL is committed to providing a workplace that is free from harassment and discrimination, ensuring equal opportunities for all. Efforts include:

- Maintain a harassment-free workplace regardless of age, race, gender, physical ability, marital status, parenting status, ethnicity, religion, or sexual orientation or any legally protected characteristic.
- Making decisions about work relationships solely on the basis of individual abilities and qualifications, without consideration of occupational requirements, seniority, or other non-discriminatory factors.
- Comply with all relevant laws governing equal employment opportunities and recruiting practises.
- Educate employees about unacceptable behaviour and the potential sanctions that the Company may impose for inappropriate behaviour toward employees.

4. Plan of Action

SPRL administers this policy fairly and persistently via the following procedures,

- We are an equal opportunity employer and will consider all applications for employment regardless of race, colour, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic

information, protected veteran status, or any other legally protected characteristic.

- Displaying mandatory notices regarding employees' rights under business rules in areas where other employees can easily see them.
- Investigate and address instances of discrimination or harassment promptly and prohibit retaliation against employees who report discrimination or harassment or support such reports.

5. Compliance:

SPRL is firmly committed to upholding all pertinent laws and regulations pertaining to business ethics.

6. 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.

7. Provision for Review/Amendment:

This policy will undergo a regular 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