

SHRIRAM PISTONS & RINGS LIMITED: NEW DELHI

Human Rights Policy

1. Objective:

The objective of our Human Rights Policy is to promote, protect and uphold human rights across all facets of Shriram Pistons & Rings Limited (SPRL), business operations and supply chain. We are committed to measurable improvements in ethical practices, environmental health and safety (EHS) performance, and the prevention of human rights violations, ensuring dignity, equality, and fair treatment for all stakeholders. Through this policy, we aim to create a positive and inclusive work environment while respecting and supporting human rights as defined by international laws and conventions.

2. Policy Statement:

SPRL is unwavering in its commitment to respecting and advancing human rights. We will:

- a) Ensure a safe, inclusive, and respectful work environment.
- b) Prohibit child labour, forced labour, and all forms of exploitation.
- c) Adhere to applicable laws and international human rights frameworks.
- d) Engage with stakeholders to foster accountability and address concerns.
- e) Strive for continuous improvement through monitoring and corrective action.

3. Scope of the Policy:

This policy applies to all operations of SPRL and extends to employees, contractors, suppliers, customers, and communities across all locations. It ensures fair treatment, equal opportunity, and safe working conditions for all personnel, promotes ethical practices across the supply chain, upholds human rights in the delivery of products and services, and respects the rights and cultural heritage of communities we engage with. The policy reflects our core values and is communicated to all relevant stakeholders.

4. Key components and commitments:

SPRL is committed to upholding human rights through safe and healthy workplaces, fair working conditions, and ethical labour practices. We ensure compliance with legal and international standards, reject all forms of child labour, forced labour, and modern slavery, and extend these expectations to our contractors and suppliers.

SPRL promotes diversity, non-discrimination, and equal opportunity for all, while fostering an inclusive culture that values dignity, respect, and open communication. We support freedom of association and collective bargaining, provide ongoing training and development opportunities, and maintain robust systems for grievance redressal, continuous improvement, and accountability. These commitments guide our actions

across all locations and reflect our responsibility toward employees, partners, and communities.

5. **Complaint Redressal Process**

- **Filing of Complaint:** Complaints can be submitted to HR or the Compliance Officer at compliance.officer@shrirampistons.com which shall be acknowledged by the concerned authority within a reasonable time.
- **Review of Complaint:** An initial review will be conducted to determine the steps, etc. to ensure a fair and impartial investigation.
- **Outcome:** Findings and decisions will be communicated to the concerned parties after the investigation and necessary actions.

6. **Implementation and Monitoring:**

This policy shall be communicated to all employees, contractors, and stakeholders, and its implementation will be regularly monitored and reviewed to ensure alignment with ongoing compliance and evolving standards. Conduct reviews and audits to validate compliance across operations and supply chains. At SPRL, we firmly believe that respecting human rights and promoting ethical labour practices are essential components of our corporate responsibility and sustainable growth.

Approving Authority:

Sd/-

Krishnakumar Srinivasan

MD & CEO

Effective Date: April 1, 2025