

SHRIRAM PISTONS & RINGS LIMITED: NEW DELHI

Protection against Victimization

1. Objective:

Shriram Pistons and Rings Ltd. (SPRL) is committed to upholding the highest standards of honesty, responsibility, and transparency while ensuring a safe and respectful workplace. This policy aims to prevent victimisation and retaliation against stakeholders who raise concerns or complaints and outlines clear processes for addressing grievances, ensuring fairness, and maintaining accountability.

2. Scope

This policy is applicable to all employees, contractors, consultants, and third-party entities interacting with SPRL and its subsidiaries across all locations.

3. Key Principles

- Zero tolerance for victimisation or retaliation against complainants or witnesses.
- Fair and transparent investigation processes.
- Support mechanisms for complainants and the accused.

4. 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.

5. Policy Review and Updates:

This policy will be reviewed regularly to incorporate feedback, industry standards, and legal compliance requirements.

Approving Authority:

Sd/-

Krishnakumar Srinivasan

MD & CEO

Effective Date: April 1, 2025