

## **Human Rights Policy**

### **Preamble Statement**

Sharda Motor Industries Limited (“SMIL”) is committed to developing an organizational culture based upon a policy which recognized human rights and seeks to avoid human rights abuses. SMIL understand the human rights content of the Constitution of India, national laws and policies. We seek to identify, assess and manage human rights within our value chain with the following policy aims:

#### **1. Employees**

To respect the human rights of our employees, including non-discrimination, prohibition of child and forced labor, freedom of association and the right to engage in collective bargaining. SMIL strives to ensure that there is no discrimination or harassment due to gender, religion, ethnicity and disability and to ensure the work-life balance of its employees, especially that of women and those with special needs / attention.

SMIL ensure the timely payment of their wages to meet basic needs and continuously work towards building a conducive work environment wherein merit in qualification and performance becomes the sole criteria for selection and performance appraisal and the work environment is free from all forms of harassment - physical, verbal, psychological, sexual etc. SMIL also holds Safe, hygienic and which upholds the dignity of the employees and provide them training and skill competencies to groom them into expertise on equal and non-discriminatory basis.

#### **2. Management Systems & Stakeholders**

Assessing and managing the impacts of operations due to Human Rights, and ensuring all individuals impacted by the business have access to grievance mechanisms. Stakeholders and groups within and beyond the workplace, including that of communities, consumers and vulnerable and marginalized groups shall ensure the adherence of Human Rights.

#### **3. Suppliers and Contractors**

To evaluate and select suppliers and contractors while considering SMIL Human Rights Policy and to monitor their performance where appropriate. To ensure as far as feasible, that there is no child, forced, trafficked or slave labor in the SMIL value chain.

#### **4. Local Communities**

To respect the cultures, customs and values of the people in communities in which we operate. To contribute towards the fulfillment of human rights by improving economic, environmental

and social conditions and serve as a positive influence in communities in which we operate. To have open dialogue with stakeholders and to ensure the provision of security is consistent with the best of industry standards and practices and the laws of the countries in which we operate.

## **5. Society**

To participate where appropriate in public affairs in a non-partisan and responsible way so as to promote internationally recognized human rights. To play a positive role, within our spheres of influence, in capacity-building for the realization of human rights in areas where we operate. To promote the realization of environmental, sustainability and development through our core business and through our participation in other multi stakeholder activities where appropriate.

### **SMIL Human Rights Statement**

SMIL is committed to developing an organizational culture and seeks to avoid complicity in human rights abuses. Our commitment to the realization of human rights is set out in the Group's Human Rights Policy.

### **Grievance mechanism**

SMIL is committed to prevent any human rights violation and ensures the compliance of the Policy through a mechanism implemented by the HR Department and regularly monitored at all Plants by the HR department. All stakeholders also have a secure and 24x7 access to raise grievances with HR Department and to report anonymously any breach with respect to the Human Rights Policy through the Vigilance.