

HUMAN RIGHTS POLICY

DCM Shriram Ltd. recognises the important role that business can play in the long-term safeguarding of human rights. We are committed to upholding human rights of our employees, communities, and everyone impacted by our operations wherever we do business (including our factories, contractors, customers, suppliers and vendors) in alignment with principles contained in internationally recognized frameworks.

Our commitment includes protecting human rights and attempting to prevent involvement in human rights violations, recognising, assessing, and mitigating potential negative impacts through due diligence and issue management, and effectively resolving grievances from affected parties.

We shall strive to meet our commitment by doing the following:

- Maintaining positive legal conformity with applicable constitutional and regulatory human rights obligations along with labor laws of the state/country as applicable;
- Promoting human rights awareness among personnel at all levels of our business through training and communication;
- Our activities shall be based on a zero-tolerance policy for any sort of forced or child labour, whether direct or indirect. We recognise and support employees' rights to freely associate and bargain collectively;
- Engaging with stakeholders on social, economic & cultural human rights issues and communicating in a way that is inclusive & transparent;
- Giving people access to justice through addressing disputes in a legal & timely manner;
- Committed to providing equal opportunity to all employees including potential applicants that includes differently abled persons;
- Treating all employees with respect and judged/assessed solely on their performance irrespective of their race, religion, caste, gender, age, disability and any other characteristic etc.
- Establishing clear accountability by allocating enough resources and responsibilities for effective human rights risk management.

To ensure continuing human rights management, we shall assess and report progress against this policy, review performance on a periodic basis and take appropriate actions including sharing best practices throughout DCM Shriram Ltd.

This policy is applicable to all the Businesses of DCM Shriram.



Sandeep Girotra
CHRO



K.K. Kaul
Whole Time Director

10th March 2022