



Code of Conduct for Suppliers

DCM Shriram Ltd is committed to conducting business ethically, sustainably, and in compliance with all applicable laws and regulations. This Supplier Code of Conduct outlines the following minimum standards we expect from all suppliers, vendors and contractors (collectively referred to as "Suppliers"):

- Suppliers must operate in full compliance with all applicable local, national, and international laws, regulations, and standards in the jurisdictions where they operate.
- Suppliers shall:
 - Prohibit forced, bonded labour and human trafficking.
 - Not use child labour and encourage gender diversity.
 - Ensure fair wages, working hours, and benefits in compliance with applicable labour laws.
 - Treat all workers with respect and dignity, providing a workplace free from harassment, discrimination, or abuse.
 - Respect employees right to join organizations of their choice, to be represented, and to negotiate collectively on employment terms and working conditions.
- Suppliers must provide a safe and healthy work environment, proactively identifying and mitigating potential health and safety risks and complying with all occupational health and safety regulations.
- Suppliers are expected to minimize environmental impact through sustainable practices, including:
 - Compliance with environmental laws and regulations.
 - Efficient use of energy, reduction of greenhouse gas emissions, and responsible use of natural resources.
 - Responsible waste management and pollution prevention.
 - Prevention of biodiversity loss and protecting ecosystems, in line with DCM Shriram's commitment as a signatory to CII India Business & Biodiversity Initiative (IBBI)
- Suppliers shall:
 - Prohibit all forms of bribery, corruption, extortion, and embezzlement.
 - Protect confidential information and intellectual property of DCM Shriram Ltd and others.

We shall monitor Supplier compliance with this Code through regular assessments / audits and performance reviews.

The policy shall be implemented and adhered to by all the businesses through their supply chain function and will be reviewed as and when required to reflect changes in laws, regulations, and business operations.

A blue ink signature of Ajit S. Shriram, consisting of a stylized 'A' followed by a horizontal line.

AJIT S. SHRIRAM

A blue ink signature of Vikram S. Shriram, featuring a stylized 'V' and 'S'.

VIKRAM S. SHRIRAM

A green ink signature of Ajay S. Shriram, with a stylized 'A' and 'S'.

AJAY S. SHRIRAM

JOINT MANAGING DIRECTOR VICE CHAIRMAN & MANAGING DIRECTOR CHAIRMAN & SR. MANAGING DIRECTOR

17th July 2025