

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 internationally recognized principles including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the ILO Declaration on Fundamental Principles and Rights at Work, and applicable legal requirements.

Our commitment includes protecting human rights and preventing 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.

This policy is applicable to all the Businesses of DCM Shriram, including employees, trainees, contract workers and temporary workers. The Company also expects its suppliers, contractors, vendors and business partners to respect the principles set out in this Policy. We shall strive to meet our commitment by:

- 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 all the 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/bonded or child labour, human trafficking and modern slavery whether direct or indirect.
- Respecting and supporting employees' rights to freely associate and bargain collectively in accordance with applicable laws.
- Engaging with stakeholders on social, economic & cultural human rights issues and communicating in a way that is inclusive & transparent;
- Providing equal opportunity and ensuring fair treatment for all employees irrespective of race, religion, caste, gender, age, disability or any other legally protected characteristic.
- Maintaining a workplace free from discrimination, harassment, bullying, intimidation and abusive conduct.
- Providing fair and lawful working conditions for all employees with respect to wages, benefits, working hours, leave and workplace health & safety.
- Promoting equal access to learning, development and capability-building opportunities for employees.
- Respecting the rights of communities and other stakeholders potentially impacted by our operations.
- Giving people access to justice through addressing disputes in a legal & timely manner. Taking appropriate corrective and remedial action where adverse human rights impacts are identified;

- Expecting all suppliers, contractors, vendors and business partners to uphold applicable human rights and labour standards.
- Establishing clear accountability by allocating enough resources and responsibilities for effective human rights risk management and implementation of this Policy
- Providing accessible grievance mechanisms and ensuring concerns are addressed fairly, confidentially, in a timely manner and without retaliation. All the grievances shall be addressed through vigil mechanism available on company's website:

<https://www.dcmshriram.com/docs/files/Vigil%20Mechanism%20Policy.pdf>

Implementation of this Policy shall be through the Company's management, with responsibilities assigned to relevant functions across the businesses. To ensure continuing human rights management, we shall review at least once in five years, or earlier where required due to changes in legal, regulatory or business requirements.



KK Sharma
Whole Time Director

20th July 2026