



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 environmental, social, labour, human rights and ethical 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.

Labor and Human Rights

Suppliers shall:

- Prohibit child labor, forced labor, bonded labour, human trafficking and all forms of modern slavery.
- 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, intimidation and retaliation.
- Respect employees right to join organizations of their choice, to be represented, and to negotiate collectively on employment terms and working conditions.
- Promote equal opportunity and fair treatment irrespective of race, religion, caste, gender, age, disability or any other legally protected characteristic.

Health & Safety

- 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.

Environment Responsibility

- Suppliers are expected to minimize environmental impact through sustainable practices, including:
 - Compliance with applicable environmental laws and regulations, including REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) requirements, where relevant to the products or materials supplied.
 - Efficient use of energy, reduction of greenhouse gas emissions, and responsible use of natural resources.
 - Responsible water, 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).

Ethics and Business Integrity

- Suppliers shall:
 - Prohibit all forms of bribery, corruption, extortion, fraud and embezzlement.
 - Conduct business with integrity, transparency and fairness.
 - Avoid conflicts of interest and disclose any actual or potential conflicts that may impact business relationships with DCM Shriram.
 - Protect confidential information and intellectual property of DCM Shriram Ltd and data entrusted to them.

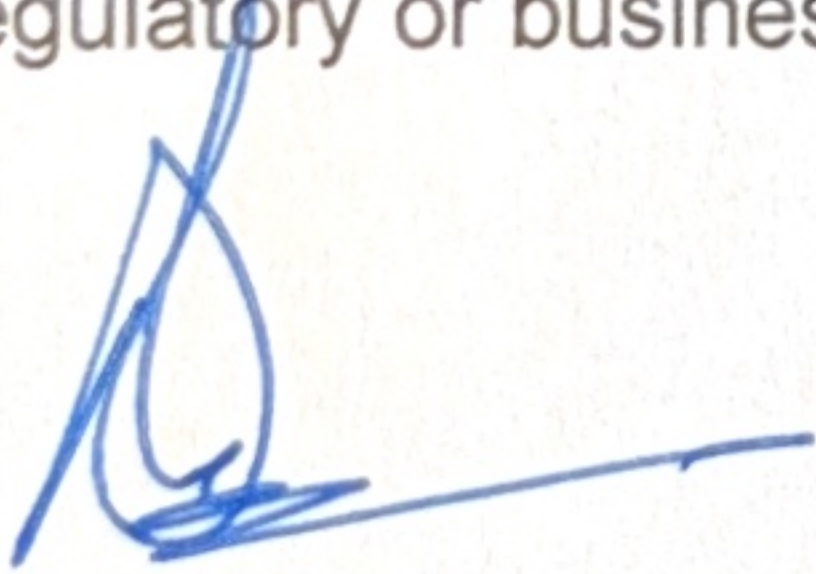
Responsible Supply Chain Management

- Encourage compliance with environmental, labour, human rights and ethical standards throughout their supply chains.
- Cooperate with DCM Shriram in sustainability assessments, audits and information requests.
- Implement corrective actions for significant non-conformities identified through assessments or audits.
- Exercise due diligence regarding conflict minerals and provide applicable conflict minerals declarations and supply chain information when requested.

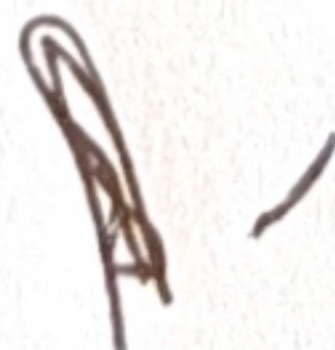
We shall monitor Supplier compliance with this Code through regular assessments / audits and performance reviews. Suppliers are expected to provide reasonable cooperation and demonstrate continual improvement where gaps are identified.

Suppliers and other stakeholders may raise concerns regarding violations of this Code through DCM Shriram's Vigil Mechanism or concerned procurement personnel or through email to response@dcmshriram.com. Concerns raised in good faith shall be treated confidentially and without retaliation.

The code shall be implemented and adhered to by all the businesses through their supply chain function and will be reviewed at least once in five years, or if required due to changes in legal, regulatory or business requirements.



ADITYA A. SHRIRAM
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VICE CHAIRMAN & MANAGING DIRECTOR



AJAY S. SHRIRAM
CHAIRMAN & SR. MANAGING DIRECTOR