

TVS Srichakra Limited
CIN: L25111TN1982PLC009414
Regd. Office: TVS Building, 7-B, West Veli Street, Madurai 625 001.
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Business Responsibility and Sustainability Policies

1. Ethics, Integrity, Transparency, Accountability

- A. The strong edifice of the Company has been built on the foundations of high standards of integrity, dedicated customer service, fair business practices, efficient, safe and accepted financial policies. The Company shall act honestly and use the powers of office in good faith, in the best interests of the Company and all its stakeholders.
- B. The Company shall maintain excellence in service to all stakeholders and strong Corporate Governance standards.
- C. The company shall adopt the "TVS Way" to build a responsible business based on the following core values:
 - a) To be of service even when odds are against us
 - b) To know that discipline is our ally in all situations
 - c) To be the voice of prudence in the midst of chaos
 - d) To stand for Fair play in both good and adverse times
 - e) To believe that honesty is the only policy
 - f) To put integrity above all else
 - g) To realize that humility is the greatest virtue
 - h) To be open to genuine scrutiny
 - i) To know that it is not merely about selling quality products but also ensure that customers are continuously taken care of.
- D. The Company shall not engage in practices that are abusive, corrupt, anti-competitive and shall not indulge in any conduct that would bring discredit upon itself.
- E. The Board and the senior management shall ensure high standards of transparency and accountability by adopting the TVS Srichakra Code of Conduct as per Clause 17(5)(a) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.
- F. The Company shall adhere to the Fair Practices Code as set out in Fraud Prevention Policy which lays down procedures/practices in dealing with the business transactions
- G. The Company shall comply with relevant applicable laws, rules and regulations and shall truthfully discharge the responsibilities on all financial and other disclosures.

2. Policies on Stakeholder Engagement

- A. The Company shall identify the stakeholders and their concerns for defining the purpose and scope of engaging with them.
- B. The Company shall have a “grievance redressal system” for both internal and external stakeholders. There shall be separate cells / departments to handle queries / grievances of investors and customers. Long-pending grievances shall be reported to Audit Committee every half-year or earlier, if required.
- C. Company shall ensure protection of stakeholder interest and shall have separate e-mail address, viz; Sec.investorgrievances@eurogrip.com.

3. Occupational Health, Safety and Environment Policy.

The company committed to create as safe, healthy work atmosphere and clean environment through involvement, consultation and participation of workers by ensuring.

- a) Protect the environment.
- b) Identification, elimination of occupational hazards and reducing their risks.
- c) Prevention of pollution, accidents, work related illness and ill health through identification as objectives.
- d) Continual improvement in environmental occupational health and safety through effective utilisation of resources.
- e) Compliance with legal and other requirements related to environmental health and safety.

4. Employment and Protection of Human Rights

- A. The Company shall have a policy for all Human Resource related matters viz. recruitment, leave, emoluments etc., and the same shall be communicated to all concerned.
- B. The Company shall provide:
 - a) compensations commensurate with qualification, experience and skill sets, the company shall provide Level playing field at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation
 - b) access to appropriate grievance redressal mechanisms
- C. The Company Shall
 - a) ensure prompt payment of salaries on due dates
 - b) provide a workplace environment that is safe, hygienic, humane and which upholds the dignity of the employees.
 - c) ensure appropriate skill and competence upgrading of all employees as per job requirements, by providing access to necessary learning opportunities. Promote employee morale and career development through enlightened human resource interventions.

- d) create an atmosphere and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.
 - e) support work-life balance of its employees
- D. The Company shall not use child labour, forced labour or any form of involuntary labour, paid or unpaid.
- E. The Company shall put in place whistle blower policy for its employees.
- F. The Company shall
- a) adhere and comply with all the human rights laws and guidelines of Constitution of India, as applicable
 - b) create awareness about human rights
 - c) nominate authority to address issues and to mitigate human rights violation, if any
 - d) make efforts in promoting awareness relating to human rights across the company's value chain.

5. Proactive Advocacy

- A. Company shall represent/liaison/lobby with the Government to promote fair competition, respect human rights, secure benefits for the industry as a whole and to take the results and best practices within the industry to benefit the society at large
- B. The Company shall wherever possible, take steps to nominate senior management personnel to serve on the committees of the trade / Chamber/ associations with which our business is associated.

6. Inclusive growth and equitable development

The company shall recognize the importance to participate in local community and social developments. The Company shall engage in community focused activities, spread over different areas such as health, education, ecology and environmental, preservation and promotion of the country's rich culture, heritage, traditional arts and sports and such other similar activities approved by its Board of Directors from time to time. Each one of the programs or projects that the company may initiate shall reflect the commitment, concern, and care that it always has for society. The company shall assure appropriate resettlement and rehabilitation of communities who have been displaced owing to our business operations. Further, the company shall respect all forms of intellectual property and traditional knowledge and shall make efforts to ensure that benefits derived from their knowledge are shared equitably.

7. Product Development and Sustainable Consumption of resources:

The Company shall encourage resource-efficient and low carbon-emitting methods and technologies for the design and manufacture of products and services, lowering environmental and social impacts and providing better quality of life for society at large.

8. Stakeholder communication:

- A. The company acknowledges the responsibility and disclose the impact of the company's operations transparently to the stakeholders.
 - B. The Company shall on the best effort basis make efforts to provide information to the stakeholders about the impacts to the environment and society due to use of its products over time.
 - C. The company shall make available information to the consumers on the safe and responsible ways of usage, reuse, recycling, and disposal of their products, and ways to eliminate over-consumption.
 - D. The company shall take care that misleading and confusing information are not exposed to the consumers while advertising their products or its usage.
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