



Purpose:

To provide an effective framework for realising Reliable' s commitment to creating a sustainable society by protecting and where possible enhancing the Groups social, environmental, and economic impacts, preventing pollution, reducing social inequality and driving sustainable economic development as part of a transition to a low carbon future.

Scope:

This policy shall be applicable to all the levels of the organization across Reliable Autotech and its joint ventures & subsidiaries. It shall also cover all our associates, suppliers, vendors, contractors, and partners across all our locations.

In case of violation of this policy, by the parties listed above, the company can initiate appropriate action, as deemed necessary.

Principle Dimensions:

◆ Natural Capital:

All Reliable manufacturing plants in India follow the environmental management standard, ISO 14001:2015 which provides the framework for integrating environmental responsibility into our everyday business.

○ **Carbon Emissions and Air Pollution:** We are committed to manage & mitigate climate change related impacts by periodically monitoring our direct & indirect Greenhouse Gas emissions and other air pollutants. We aim to use sustainable technologies, clean and green resources to further reduce our carbon footprint. We also ensure that we adhere/comply to all applicable local/national laws & regulations related to environmental management. We strive to deliver environment friendly products and services to our customers. We strive to become carbon neutral by 2050.

○ **Energy Management:** We endeavour to consciously use our energy resources, enhance efficiency, and adopt energy conservation practices.

We aim to use clean and renewable energy to reduce our dependence on conventional fossil fuels. We strive to deliver energy-efficient

products and services to our customers. We strive to increase our renewable energy share to 50% of total energy by 2040.

Effective and Transparent Corporate Communication (Sustainability/CSR):

We are committed to disclose clear, transparent, accurate, and reliable information on mutually material issues to our stakeholders and us.

Head- (Business Excellence)

Director



◆ Human Capital:

All Reliable manufacturing plants in India follow the health and safety management standard, OHSAS ISO 45001: 2018 which provides the framework for integrating health & safety responsibility into our everyday business.

○ **Diversity, Equal Opportunity, and Inclusive Growth:** We, being a strong value driven & people-oriented organisation, have a very diverse workforce.

We are an equal opportunity company that promotes inclusive growth and do not accept any form of discrimination based on age, race, colour, gender, religion, political opinion, nationality, sexual orientation, social origin, or disability.

○ **Protection of Labour and Human Rights:** We are committed to respect and protect the human rights as per the Factories Act (India), 1948.

We also ensure that our workforce enjoys a host of rights and benefits in accordance with prevalent local & national Labour laws & regulations.

We endeavour to continuously review & improve our relevant human resource policies. We follow a strict code of conduct in our organization that enlists SOPs/guidance on the following:

- Prevention of Child labour and Young Workers.
- Wages, Benefits, working hours & leave policy.
- Prevention of Forced or compulsory labour and human trafficking.
- Freedom of association and collective bargaining.
- Prevention against Harassment and any type of Non-discrimination.

○ **Fair Remuneration and Employee Benefits:** We ensure that all our employees and/or laborers get fair wages/incentives/other perquisites proportional to their work productivity, technical skills, and industry standards. We also ensure and promote a healthy and equitable work life balance for our employees.

○ **Employee Engagement, Attraction and Retention:** Our technically skilled workforce is an extremely critical part of our success story. We strive to retain existing talent and attract new talent to establish a highly competent workforce. We ensure that we engage all our employees in decision making process at various organisational levels.

○ **Employee Training and Skills Development:** We strive to upgrade the skills (technical & managerial) of all our employees through regular training programs, skill development programs and management development programs.

○ **Occupational Health and Safety:** Safeguarding the health, safety & security of all our stakeholders is a priority for us. We are ISO 45001:2018 certified and promote a stringent culture for workplace health and safety. We aim to achieve 'Zero Incident' status for all our plant by 2025.

◆ Business Model and Innovation:

○ **Sustainable Supply Chain Management:** We are committed to support our suppliers and develop resilient supply chains that are impervious to any systemic, regulatory

Head- (Business Excellence)

Director



and/or financial risk. We expect our suppliers to adopt sustainable development practices and ensure that they minimize their impact on the environment & society.

- **Responsible Material Procurement and Manufacturing:** We are aligned with UN SDG 12: Responsible Consumption & Production. We achieve business excellence by integrating lean manufacturing practice into all business processes, which helps us eliminate waste, streamline processes, and minimize overall cost. We ensure that all the materials are procured responsibly & locally to minimize environmental impact and boost local economy. We strive to work with suppliers that do not purchase, trade or sell conflict or restricted minerals.

- **Product Innovation (R&D):** We have two state-of-the-art R&D centres, which provide complete sheet metal and die engineering solutions to the automotive sector globally. We strive to develop innovative products and solutions that are economical, environment friendly and have multifaceted applications.

- **Product Re-Call and Customer Complaint Management:** We have a systematic procedure for product recalls and defect management. We are committed to manage & resolve all customer complaints related to the quality & specifications of the products.

◆ Leadership and Governance:

- **Compliance:** We ensure that all our plants are compliant with all applicable legal and other requirements that have a significant impact on health, safety and environment and encourage our contractors, vendors, suppliers, and service providers to ensure the same.

- **Risk Management:** We have established a robust Risk Management System that helps us identify, measure, monitor & mitigate the risks that our company may face in the short-, mid-, and long-term.

- **Business Ethics & Corporate Governance:** We strive to uphold highest standards of business ethics and corporate governance by exceeding all applicable statutory, regulatory, and legal requirements. We promote a fair, transparent, ethical, and professional work environment. We have ZERO tolerance towards corruption, any form of bribery and embezzlement. We neither indulge nor encourage any form of anticompetitive and/or unfair trade practices that violate the fair competition laws, like collusive bidding, price-fixing, and price discrimination.

We expect our contractors, vendors, suppliers, and service providers to adhere to similar standards of business ethics and integrity.

- **Grievance/Vigil Mechanisms:** We encourage our stakeholders to report their grievances and issues faced during the course of any business transaction(s). We are committed to provided impartial and timely resolution for all such cases.

◆ General:

Head- (Business Excellence)	Director
-----------------------------	----------



- The policy would be subject to revision / amendment in accordance with the guidelines as may be issued by the regulatory authorities or Voluntary organizations in the near future.
- The Company reserves the right to modify, cancel, add, delete, or amend any of the provisions of this policy.
- The power to interpret and administer the policy shall rest with the Sustainability Committee/HR/Purchase DEPT. whose decision shall be final and binding. The Sustainability Committee/HR/Purchase DEPT. can also make any supplementary rule(s) / order for effective implementation of the policy.
- This policy has been communicated and made accessible to everyone in the organization and is available on company website as well.
- Effective Date
 - This policy is effective from April 1, 2021.
- Contact
 - In case of any doubt with regard to any provision of the policy and also in respect of matters not covered herein, all queries shall be made to Sustainability Committee/HR/Purchase department.
 - For queries related to the Corporate Sustainability Policy, please write to us at: _
Sachin.mohole@reliableautotech.com
Rajendra.kolhe@reliableautotech.com
Rupesh.baviskar@reliableautotech.com

Disclaimer:**Head- (Business Excellence)****Director**



Corporate Sustainability policy

Effective From: 03-July-2023

Rev. No.: 01

Type: Public

The management reserves rights to withdraw or modify the policy and the same shall be communicated to you as and when required.

Organization	Reliable Autotech Pvt Ltd
Document number	RAPL / BE/ PLY /01
Release Date	03-July-2023

Recommended By	Title	Date of Recommendation	Signature
Sachin Mohole	Business Excellence Head	03-July-2023	

Recommended By	Title	Date of Recommendation	Signature
Amol Chitnis	Director	03-July-2023	

Confidentiality:

This document is the property of **Reliable Autotech Pvt Ltd** the information contained in this document is classified and must not be duplicated either in part or whole in any manner (either electronically, photocopied or stored in any other retrieval form). This document is created solely for the employees of the Company. The employee shall not at any time allow access to and / or disclose contents to any third party.

Head- (Business Excellence)	Director
------------------------------------	-----------------