

CEAT Limited

Sustainable Supply Chain Policy

In line with its purpose of 'Making Mobility Safer and Smarter. Every Day' CEAT Limited, a leading tyre manufacturer with a global presence is committed towards ensuring sustainability across the value chain.

Through the Sustainable Supply Chain Policy, the Company provides guidelines and standard operating procedures for a sustainable and responsible supply chain by;

- Upholding highest standards of economic, social, ethical and environmental practices,
- Identifying and managing risks associated with the supply chain,
- Communicating the policy to the stakeholders and raising awareness among the suppliers on ESG compliance,
- Including ESG compliance as a parameter for supplier selection,
- Creating opportunities for procurement from local enterprises and MSMEs, and
- Adhering to the regulatory provisions of the jurisdictions the Company operates in.

Responsible Sourcing

Guided by the national regulatory requirements and global standards on human rights, environment, health and safety compliances:

- CEAT ensures all its vendors and value chain partners comply with fair working conditions with adequate measures for health and safety.
- CEAT promotes and encourages supply chain partners to comply with fundamental Human Rights which includes prohibition of child labour and forced labour.
- CEAT encourages the freedom of association and collective bargaining for its value chain partners.
- CEAT is regularly creating awareness and encouraging the value chain partners to comply with the regulatory guidelines on fair wages and working hours.
- CEAT ensures adequate measures in the contract with clauses on **Environment Compliances** (Resource efficiency, Emission Management, Water Stewardship, Noise Monitoring and Control, Waste and Effluent Management including End of Life Management, Biodiversity considerations while operating around eco-sensitive zones), **Social**

Compliances (Employees' and workers' well-being, non-discrimination, fair wages, POSH policy as per POSH act, safe working conditions, safety and training and awareness, Grievance redressal management) **Regulatory Compliances** (Adherence to National, and Local laws and regulations) in addition to the existing business clauses.

- CEAT is committed to ensure zero tolerance on any kind of unethical practices through its strong framework on Anti-Corruption, Anti-Bribery and Anti-Competition in its procurement practices and in the contract clauses with defined scope and responsibility.
- CEAT is committed to zero conflict of interest by ensuring adequate internal due diligence and declaration on the same from value chain partners.
- CEAT encourages regular engagement with the value chain partners to facilitate resolution of grievances, concerns and creating awareness on responsible sourcing guidelines.
- CEAT is committed to generate value by creating opportunities for procurement from local enterprises and MSMEs.
- CEAT conducts regular training and awareness programs for value chain partners on Safety, Ethics, Environment and Human Rights.
- CEAT is committed to assure data privacy and information security for its value chain partners, which includes the respective clauses in the business contract.
- CEAT ensures regular internal due diligence on the procurement practices.
- CEAT conducts the due diligence and impact assessment of value chain on Environment, Social and Regulatory aspects by the external agencies.
- CEAT conducts regular assessment of its value chain partners on environment and social performance.
- CEAT records the internal performance in context to responsible procurement practices.
- CEAT encourages and tracks the performance of value chain partners on environment and social and regulatory parameters.

Grievance Redressal Mechanism

The Company has a robust grievance redressal mechanism in place to resolve all the grievances pertaining to this Policy.

For raising any grievances, click <https://www.ceat.com/corporate/sustainability.html> or write to sustainability@ceat.com.