

# HUMAN RIGHTS POLICY

## **Index**

<b>Sr.No.</b>	<b>Particulars</b>	<b>Page No.</b>
1	Creating an Environment free from Harassment	3
2	Diversity, Equity, and Inclusion	3
3	Discrimination	4
4	Child Labor	4
5	Forced Labor and Trafficking	4
6	Safe Working Environment	4
7	Equal Opportunities and Fair Pay	5
8	Freedom of Association	5
9	Privacy and Personal Data	5
10	Training and Awareness on Human Rights	5
11	Legal Compliance	5
12	Human Rights and Due Diligence in the Value Chain	6
13	Responsible Committee for Human Rights	6
14	Applicability	6
15	Grievance Redressal Mechanism	6

CEAT, as a global tire manufacturing company, is committed to sustainability by addressing the three key pillars: environmental protection, social and ethical equity, and economic viability. The company strives to optimize efficiency within its environmental, social, and governance (ESG) framework. CEAT actively engages all stakeholders, ensuring that its sustainability policies are effectively communicated, implemented, monitored, and regularly reviewed. This holistic approach not only aims to minimize the environmental impact but also fosters social responsibility and supports economic growth.

CEAT believes that people are an integral part of the entire eco-system, and the Company believes in protecting and respecting human rights by playing an affirmative role in the communities in which CEAT operates. The Company is committed to providing a platform where the fundamental rights of all stakeholders are protected while engaging with customers, employees, value chain partners, communities and investors as per the National / International policy frameworks.

CEAT endeavors to respect fundamental human rights by adhering to the below principles:

**1. Creating an environment free from harassment**

- Maintaining a work environment that enables employees/workers to work without fear of prejudice, gender bias, sexual harassment and any other form of harassment. Treating everyone with dignity and respect and the company will not allow any form of physical punishment, threats, or verbal abuse.

**2. Diversity, Equity, and Inclusion**

- Fostering a diverse workforce by actively promoting inclusion across gender, regional representation, disabilities, and educational backgrounds.
- Creating an ecosystem where diversity is valued, and all employees feel empowered, respected, and safe to contribute without the fear of discrimination or bias.

- Providing regular training to employees to build awareness and address conscious and unconscious biases, ensuring an equitable and inclusive workplace for all.

### 3. **Discrimination**

- Respecting diversity by treating with dignity and without any discrimination based on gender, caste, class, religion, ethnic origin, sexual orientation, skills, persons with disabilities etc.

### 4. **Child Labor**

- Strictly forbidding involvement of all forms of child labor under the minimum age of work as specified by Local, State and National law where company does business.

### 5. **Forced Labor and Trafficking**

- The company does not engage in the use of slave, bonded, trafficked or other forced labor. Work is conducted based on freely agreed and documented terms of employment.

### 6. **Safe Working Environment**

- Committing to creating a safe and healthy working environment with respect to the Occupation Health and Safety standards.
- Abiding with the local laws and regulatory compliances concerning the working hours, remuneration for employees and workers, overtime benefits and safe working conditions.

## **7. Equal Opportunities & Fair Pay**

- Providing equal opportunities based on meritocracy to all employees and all qualified applicants for employment
- Ensuring fair wages for all the employees and workers concerning the minimum wage guidelines.

## **8. Freedom of Association**

- Recognizing and respecting employees/workers right to freedom of association and collective bargaining.
- Adhering to applicable laws and principles including collective bargaining and freedom of association

## **9. Privacy and Personal Data**

- Bringing in certain standards to prevent the exploitation of services, technologies and data.
- Safeguarding the integrity and confidentiality of data and in no circumstance transferring it to any outside person/party.

## **10. Training and Awareness on Human Rights**

- Fostering awareness of human rights within the organization through communication and training to all employees (including KMPs).

## **11. Legal Compliance**

- At minimum, Company will comply with all applicable Local, State and

National laws regarding Human Rights where the company does the business.

## **12. Human Rights Due Diligence in the Value Chain.**

- Conducting internal assessment/ third party assessment for the Company's value chain partners at regular intervals covering all aspects of human rights.
- Ensuring suitable human rights clauses in all the agreements and contracts with the Company's value chain partners.

## **13. Responsible Committee for Human Rights**

- ESG Council shall periodically review and monitor the implementation of Policy.

## **14. Applicability**

This policy is applicable to CEAT and its subsidiaries.

15. The Human Rights policy will be updated every three years or whenever there is a change in operational boundaries.

16. CEAT's EHS Policy, CSR Policy, CEAT ESG Policy, Sustainable Procurement Guidelines, RPG Code of Conduct and ESG Policy Manual will complement CEAT's Human Rights Policy.

## **Grievance Redressal Mechanism**

- The Company has a robust grievance redressal mechanism in place to resolve all the grievances pertaining to this Policy.
  - For POSH related complaints, please refer the POSH policy,

- For any other complaint, Company has a 24X7 harassment prevention helpline R-Shield or click <https://www.ceat.com/corporate/sustainability.html> for raising any grievances or write to –

Display Name	Email ID	Remarks
Posh helpline	<a href="mailto:posh.helpline@ceat.com">posh.helpline@ceat.com</a>	For POSH related complaints
Grievance Cell	<a href="mailto:Grievance.Cell@ceat.com">Grievance.Cell@ceat.com</a>	For other discrimination/harassment related complaints

#### Version History -

Version	Approved by	Approval Date	Effective Date	Reason for Modification
1	Board of Directors	July' 2022	July' 2022	First Version Created
2	Board of Directors			Updated as per the outcome of the Double Materiality Assessment, ESG Assessments and SA8000 standard requirement