

CEAT Limited

Human Rights Policy

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 provide 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:

- **Create an environment free from harassment**
 - Maintaining a work environment that enables employees to work without fear of prejudice, gender bias and sexual harassment.
 - Respecting workers' right to freedom of association.
 - Adhering to applicable laws and principles including collective bargaining and freedom of association.

- **Diversity & Inclusion**
 - 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.

- **Child Labor**
 - Strictly forbidding involvement of all forms of child labor, forced / trafficked labor.

- **Stakeholders**
 - Ensuring suitable human rights clauses in all the agreements and contracts with the Company's value chain partners.

- **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.
- **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.
- **Data Security**
 - 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.
- **Training and Awareness on Human Rights**
 - Fostering awareness of human rights within the organization through communication and training to all employees (including KMPs).
- **Human Rights Due Diligence and Third-Party Assessment.**
 - Conducting internal assessment/ third party assessment for the Company's value chain partners at regular intervals covering all important aspects of human rights.
- **Responsible Committee for Human Rights**
 - ESG Council shall periodically review and monitor the 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 sustainability@ceat.com.