



Compendium of ESG Policies

April 2025



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Title	Environmental Policy (EP)
Commitment	Sakthi Auto is committed to ensuring compliance with all applicable environmental laws and regulations, minimizing environmental impacts, and promoting sustainability across all operations.
Scope & Applicability	This policy applies to all manufacturing units, offices, and logistics facilities operated by Sakthi Auto. All employees, contract workers, and on-site service providers. All third-party vendors and suppliers operating on behalf of Sakthi Auto or providing services at any of its locations.
Policy Statement	We, at Sakthi Auto, recognize the importance of protecting the environment and the communities we operate in. We are dedicated to conserving natural resources and reducing waste, preventing pollution and reducing emissions, using energy and materials efficiently, complying with all applicable environmental legislation and standards, engaging stakeholders, and encouraging sustainable practices across the value chain.
Reference Standards	UNGC Principles (7, 8, 9), UN SDG (6, 7, 12, 13, 15). ISO 14001, ISO 50001, ILO Guidelines on Sustainable Work Environments.
Implementation Measures	<ol style="list-style-type: none"> 1. Periodic environmental impact assessments and audits. 2. Monitoring energy, water, and raw material consumption. 3. Implementing pollution control systems. 4. Science-based environmental targets and track KPIs. 5. Supplier engagement for responsible sourcing.
Actions	<ul style="list-style-type: none"> • Effluent Treatment Plants (ETPs). • ISO 14001 Certification. • Sustainability Report.

Title	Energy Policy (ENP)
Commitment	Sakthi Auto is committed to responsible energy management by optimizing energy consumption, enhancing energy efficiency, and transitioning towards renewable energy sources.
Scope & Applicability	This policy applies to all manufacturing plants, warehouses, logistics operations, and offices under Sakthi Auto's control, all full-time, contract, and third-party workers, all suppliers and equipment vendors engaged in energy-intensive processes or operations for Sakthi Auto.
Policy Statement	Sakthi Auto recognizes energy as a strategic resource and is committed to reducing energy intensity across operations. Promoting renewable energy adoption. Monitoring energy usage and setting measurable targets. Ensuring energy considerations are embedded in design, procurement, and production processes.
Reference Standards	UNGC Principle 9, UN SDGs: 7, 9,12,13 ISO 50001, ESG Standards: GRI, SASB, TCFD, GHG Protocol
Implementation Measures	<ol style="list-style-type: none"> 1. Energy Management Team to lead energy-saving initiatives. 2. Energy audits to identify inefficiencies and saving opportunities. 3. Energy-efficiency measures and HVAC systems. 4. Promoting Renewable sources in plant operations. 5. Providing employee training and awareness programs on energy conservation.
Actions	<ul style="list-style-type: none"> · Energy Efficiency Management Practices · Sustainability Report.

Title	Climate Policy (CP)
Commitment	Sakthi Auto is committed to addressing climate change through mitigation and adaptation strategies that reduce greenhouse gas (GHG) emissions, enhance climate resilience, and promote sustainable operations.
Scope & Applicability	This policy applies to all Sakthi Auto facilities, including manufacturing plants, logistics hubs, and corporate offices, all employees, contractors, and suppliers involved in emissions-generating operations.
Policy Statement	Sakthi Auto recognizes climate change as a material risk and a global responsibility. The company is dedicated to reducing Scope 1, 2, and material Scope 3 GHG emissions. Aligning with the Paris Agreement goal of limiting temperature rise to 1.5°C. Incorporating climate risk assessment into enterprise risk management.
Reference Standards	UNGC Principle 9, UN SDGs: 7, 9, 13, ISO 14001, ESG Standards: GRI, SASB, TCFD, GHG Protocol
Implementation Measures	<ol style="list-style-type: none"> 1. Carbon footprint assessments. 2. Defining Science-based targets for emissions reduction. 3. Increasing use of RE 4. Promoting awareness across the workforce.
Actions	Sustainability Report

Title	Pollution Policy (POP)
Commitment	Sakthi Auto is committed to minimizing pollution from its operations by adopting responsible practices that prevent air, water, and soil pollution, ensuring compliance with environmental regulations, and protecting community health and ecosystems.
Scope & Applicability	This policy applies to all Sakthi Auto facilities, including manufacturing plants, logistics centers, and corporate offices. It covers all employees, contractors, and suppliers
Policy Statement	Sakthi Auto acknowledges pollution as a critical environmental issue with significant social and health impacts. The company commits to controlling and reducing pollution levels by implementing best practices, adopting cleaner technologies, and complying with all applicable environmental laws and standards. Pollution prevention and continuous improvement are integral to Sakthi Auto's sustainable development goals.
Reference Standards	UNGC Principle 7, UN SDGs: 6, 12, 13 ISO 14001, ESG standards: GRI, SASB, CDP
Implementation Measures	<ol style="list-style-type: none"> 1. Measurement of emissions, effluents, and waste. 2. Implementing pollution control technologies 3. Treatment of effluents through Effluent Treatment Plants (ETPs). 4. Waste reduction, segregation, recycling, and responsible disposal. 5. Training and awareness programs.
Actions	<ul style="list-style-type: none"> • Operating Effluent Treatment Plants (ETPs) • Adoption of dust suppression systems to control air pollution. • Continuous review and improvement of pollution control measures aligned with evolving regulations and technologies in ESG standards.

Title	Waste Management Policy (WMP)
Commitment	Sakthi Auto is committed to effective and responsible waste management by minimizing waste generation, promoting reuse and recycling, and ensuring environmentally safe disposal methods to protect natural resources and support a circular economy.
Scope & Applicability	This policy applies to all Sakthi Auto facilities, including manufacturing plants, logistics hubs, and corporate offices. It covers all employees, contractors, and suppliers involved in waste generation, handling, and disposal across direct operations and the value chain.
Policy Statement	Sakthi Auto recognizes the environmental and social impacts of waste and commits to reducing waste generation and maximizing resource efficiency. The company will adhere to applicable waste management laws and standards, implement sustainable practices, and continuously improve waste reduction, segregation, recycling, and disposal processes throughout its operations.
Reference Standards	UNGC Principle 7, UN SDGs: 12, 13 ISO 14001, ESG Standards: GRI, SASB, CDP.
Implementation Measures	<ol style="list-style-type: none"> 1. Regular waste audits. 2. Waste segregation at source into categories. 3. Promoting reuse and recycling initiatives. 4. Collaborate with certified waste disposal and recycling vendors.
Actions	<ul style="list-style-type: none"> • Recyclers for processing recyclable waste. • Regularizing the reports of waste management performance in ESG Standards.

Title	Biodiversity and Nature Policy (BNP)
Commitment	Sakthi Auto is committed to protecting and enhancing biodiversity and natural ecosystems in and around its operations.
Scope & Applicability	This policy applies to all Sakthi Auto manufacturing sites, office campuses, and areas where operations have an impact on the local environment. It applies to employees, contractors, and external partners involved in site development or land use.
Policy Statement	We strive to minimize ecological disruption, conserve native species, and promote habitat restoration through nature-based solutions. Our operations will be guided by the principles of sustainable land use, pollution prevention, and proactive conservation efforts.
Reference Standards	ISO 14001; Convention on Biological Diversity (CBD); UN SDG 15; Indian Biological Diversity Act, 2002
Implementation Measures	<ol style="list-style-type: none"> 1. Biodiversity impact assessments 2. Integrate green belts and local flora in landscaping projects. 3. Promoting awareness among employees through campaigns
Actions	Sustainability Report

Title	Hazardous Materials Policy (HMP)
Commitment	Sakthi Auto is committed to the safe management of hazardous materials by minimizing their use, ensuring safe handling, storage, transportation, and disposal, and protecting the health and safety of employees, communities, and the environment.
Scope & Applicability	This policy applies to all Sakthi Auto facilities, including manufacturing plants, warehouses, logistics hubs, and corporate offices. It covers all employees, contractors, and suppliers involved in the procurement, handling, storage, transport, and disposal of hazardous materials used or generated in operations.
Policy Statement	Sakthi Auto recognizes the risks posed by hazardous materials and is dedicated to preventing accidents, environmental contamination, and health hazards. The company adheres to all relevant laws and standards, applies best practices for hazardous material management, and promotes a culture of safety and compliance across the organization and its supply chain.
Reference Standards	UNGC Principle 7, UN SDGs: 3, 6, 12, ISO 14001, ESG Standards GRI, SASB, CDP
Implementation Measures	<ol style="list-style-type: none"> 1. Updated inventory of all hazardous materials in use 2. Protocols for the safe handling, storage, and transport of hazardous substances. 3. Providing PPE & specialized training, 4. Establishing emergency response plans and spill containment procedures. 5. Labeling and documentation of all hazardous materials.
Actions	<ul style="list-style-type: none"> • Regular training sessions on hazardous material safety • Developing and testing emergency response plans. • Hazardous material tracking and reporting systems. • Integrating hazardous material management metrics in ESG reporting.

Title	Land Use and Deforestation Policy (LUDP)
Commitment	Sakthi Auto is committed to sustainable land use and preventing deforestation by minimizing the environmental impact of its operations, preserving natural ecosystems, and promoting responsible sourcing and land stewardship practices across its value chain.
Scope & Applicability	This policy applies to all Sakthi Auto facilities, construction and infrastructure projects, suppliers, and contractors.
Policy Statement	Sakthi Auto recognizes that irresponsible land use and deforestation contribute to climate change, biodiversity loss, and ecosystem degradation. The company commits to avoiding deforestation, protecting natural habitats, and restoring degraded land where feasible.
Reference Standards	UNGC Principles 7, UN SDGs: 13, 15, 12 ISO 14001, CDP Forests Disclosure Guidelines ESG Standards: GRI, SASB, TCFD, CDP
Implementation Measures	1. Reforestation initiatives. 2. ESG and CDP Forests disclosures.
Actions	<ul style="list-style-type: none"> · Tree plantation drives and biodiversity restoration projects. · Reporting forest-related metrics through the CDP Forests platform and Sustainability reports.

Title	Animal Welfare Policy (AWP)
Commitment	Sakthi Auto is committed to upholding the highest standards of animal welfare by preventing harm to animals directly or indirectly impacted by its operations, supply chain, or product development activities, and by promoting humane and ethical practices.
Scope & Applicability	This policy applies to all Sakthi Auto operations, including product testing, procurement, facility management, transportation, and any partnerships or suppliers involved in processes that may affect animals directly or indirectly.
Policy Statement	Sakthi Auto recognizes that the ethical treatment of animals is a corporate responsibility. The company is committed to ensuring that its activities do not involve cruelty to animals, promote biodiversity, and follow the principles of humane treatment.
Reference Standards	UNGC Principle 1, UN SDGs: 12, 15 OIE Animal Welfare Guidelines
Implementation Measures	<ol style="list-style-type: none"> 1. Requiring suppliers to comply with laws and standards. 2. Promotion of biodiversity protection 3. Employee awareness
Actions	<ul style="list-style-type: none"> · Participating in biodiversity programs · Ethical sourcing in ESG reports

Title	Sustainability Promotion Policy (SPP)
Commitment	Sakthi Auto is committed to embedding sustainability into its core business strategy by promoting environmental stewardship, social responsibility, and economic performance through continuous improvement, innovation, and stakeholder engagement.
Scope & Applicability	This policy applies to all Sakthi Auto operations, including manufacturing units, corporate offices, logistics, and across the supply chain. It covers employees, contractors, suppliers, customers, and community stakeholders involved directly or indirectly in sustainability initiatives.
Policy Statement	Sakthi Auto acknowledges that sustainability is essential for long-term business success and environmental and social well-being. The company commits to promoting sustainable practices in all aspects of its operations, focusing on reducing its ecological footprint, advancing inclusive growth, and aligning with global sustainability frameworks. Sustainability is not only a compliance goal but a strategic business priority.
Reference Standards	UNGC Principles 7, 8, 9; UN SDGs: 7, 9, 12, 13 ISO 14001, ESG Standards: GRI, SASB, TCFD, CDP
Implementation Measures	<ol style="list-style-type: none"> 1. Integrating sustainability into corporate governance. 2. Regular sustainability risk assessments and audits. 3. Promoting resource efficiency, circular economy practices
Actions	<ul style="list-style-type: none"> · Renewable energy in selected facilities. · Training programs on sustainability practices for employees · Sustainability reports.

Title	Sustainable Consumption Policy (SCP)
Commitment	Sakthi Auto is committed to promoting sustainable consumption by optimizing resource use, reducing environmental impact, encouraging responsible procurement, and fostering a culture of efficiency and circularity throughout its value chain.
Scope & Applicability	This policy applies to all Sakthi Auto operations, including procurement, manufacturing, logistics, and office functions. It extends to employees, suppliers, contractors, and customers involved in material use, energy consumption, product design, and services.
Policy Statement	Sakthi Auto recognizes that unsustainable consumption contributes to resource depletion, waste generation, and climate change. The company is committed to reducing the use of non-renewable resources, promoting energy and material efficiency, and enabling customers and stakeholders to make informed, sustainable choices.
Reference Standards	UNGC Principles 7, 8, 9; UN SDGs: 12, 13, 9 ISO 14001 – Environmental Management System ESG Standards: GRI, SASB, TCFD, CDP
Implementation Measures	Ethically sourced materials in procurement. Promoting energy-efficient technologies Optimizing the Consumption Training employees on sustainable consumption practices.
Actions	Green procurement guidelines. Installing energy and water metering systems Conducting consumer education.

Title	Policy on Working Conditions (PWC)
Commitment	Sakthi Auto is committed to ensuring fair, safe, and respectful working conditions across all operations, in alignment with international standards such as ILO conventions, UNGC Principles, and ISO standards.
Scope & Applicability	This policy applies to all classes of employees, contract workers, and on-site service providers at all Sakthi Auto locations.
Policy Statement	We, at Sakthi Auto, are resolved to maintain a work environment that upholds human dignity, ensures safety, limits working hours as per legal norms, and promotes physical and mental well-being.
Reference Standards	ILO Core Conventions, UN Global Compact Principles, ISO 45001.
Implementation Measures	<ol style="list-style-type: none"> 1. Periodic audits and workplace inspections. 2. Provision of clean drinking water, sanitation facilities. 3. Grievance redressal mechanisms. 4. Health & Safety committees and awareness programs.
Actions	<ul style="list-style-type: none"> • Biometric attendance • Safety committees in all plants
Title	Minimum Wage Policy (MWP)
Commitment	Sakthi Auto ensures all employees receive at least the statutory minimum wage applicable by law.
Scope & Applicability	Applies to all permanent, contractual, and temporary employees across all our manufacturing plants and administrative offices.
Policy Statement	We, Sakthi Auto, guarantee transparent wage structures that comply with regional laws and strictly prohibit wage deductions without due process.
Reference Standards	Indian Minimum Wages Act UN Global Compact Principle 6: Elimination of Discrimination
Implementation Measures	<ol style="list-style-type: none"> 1. Monthly payroll audits. 2. Labor law compliance checks. 3. Digital pay slip access. 4. Communication of wage policies.
Actions	<ul style="list-style-type: none"> • Submission of Wage records of employees for review by the Statutory authorities, quarterly • Displayed wage entitlement boards in the local language • Payroll software is being upgraded to auto-flag wage discrepancies.

Title	Adequate Remuneration Policy (ARP)
Commitment	Sakthi Auto is committed to providing remuneration that reflects performance, responsibilities, and sustains employee well-being.
Scope & Applicability	Applies to all permanent, contractual, and temporary employees across all our manufacturing plants and administrative offices.
Policy Statement	<p>Sakthi Auto ensures that all employees receive remuneration that supports their well-being and reflects their role and performance.</p> <p>We pay at least the statutory minimum wage to all temporary workers and provide above-minimum, performance-linked remuneration to permanent workers and staff, recognizing their experience, skill level, and contribution.</p>
Reference Standards	UNGC Principle 3: Recognition of collective bargaining
Implementation Measures	<ol style="list-style-type: none"> 1. Transparent appraisal mechanisms 2. Digital pay slip access.
Actions	<ul style="list-style-type: none"> • Annual appraisals on employee performance • Suitable reward mechanisms recognizing performance • Annual Production Incentives
Title	Improving Employee Benefits Policy (IEBP)
Commitment	Sakthi Auto aims to go beyond statutory requirements in providing a comprehensive benefits package that supports employees' well-being and long-term satisfaction.
Scope & Applicability	Applicable to all full-time employees and extended to eligible trainees
Policy Statement	We, Sakthi Auto, commit to continually enhancing our employee benefits in areas including health, education, insurance, family care, and wellness.
Reference Standards	ISO 45001, ILO Recommendations on Social Protection.
Implementation Measures	<ol style="list-style-type: none"> 1. Policy reviews benchmarked against industry best practices. 2. Expansion of employee insurance and wellness programs.
Actions	<ul style="list-style-type: none"> • Mental wellness counseling services. • Medical Insurance scheme for the employees and their families

Title	Policy on Labor (OR) Trade Union Practices (PLUP)
Commitment	Sakthi Auto supports the freedom of association and collective bargaining as a fundamental right of all employees.
Scope & Applicability	Applicable to all eligible permanent employees as per the Indian Trade Unions Act
Policy Statement	We, Sakthi Auto, respect the right of employees to form or join unions of their choice and commit to engaging in constructive dialogue with recognized unions.
Reference Standards	ILO Convention 87 & 98 UNGC Principle 3: Recognition of collective bargaining
Implementation Measures	1. Regular meetings with union representatives. 2. Inclusion of union concerns in management reviews.
Actions	<ul style="list-style-type: none"> · Long-term wage settlements · Bonus discussions with the Trade Unions
Title	Policy on Career Development (CDP)
Commitment	Sakthi Auto nurtures talent and promotes internal career progression through transparent, merit-based development.
Scope & Applicability	Applicable to all full-time employees and extended to eligible trainees across departments
Policy Statement	We, at Sakthi Auto, aspire to provide structured career advancement opportunities, including promotions, lateral roles, and leadership grooming.
Reference Standards	UNSDG-8 – 8, ILO Convention No. 142 on career guidance and skill building
Implementation Measures	1. Individual Development Plans (IDPs) for key roles. 2. Talent identification and fast-track promotion channels.
Actions	<ul style="list-style-type: none"> · “AIM” program for future team leaders. · Career review dialogues across departments.

Title	Policy on Training (TP)
Commitment	Sakthi Auto promotes continuous learning to enhance employee competencies aligned with business goals.
Scope & Applicability	Applicable to all full-time employees and extended to eligible trainees across departments
Policy Statement	We, at Sakthi Auto, commit to structured and periodic training based on training needs identification and competency mapping.
Reference Standards	UNSDG-4 – 4, ILO Convention No. 142 on career guidance and skill building
Implementation Measures	1. Annual Training Calendar. 2. Training Need Identification & Evaluation (TNIE) system.
Actions	<ul style="list-style-type: none"> · Defined Training Hours and programs · Sakthi – QUEST: Online Micro learning platform
Title	Policy on Skill Development (SDP)
Commitment	Sakthi Auto believes in building a future-ready workforce by strengthening cross-functional, technical, and behavioral skills.
Scope & Applicability	Applicable to all full-time employees and extended to eligible trainees across departments
Policy Statement	<p>We, at Sakthi Auto, support continuous skill enhancement across all levels of our workforce. Our approach includes technical workshops, industry-relevant certifications, and academic linkages with recognized institutions.</p> <p>We promote cross-functional learning and upskilling initiatives to build a future-ready workforce aligned with evolving business needs and technologies.</p>
Reference Standards	UN SDG 4, ILO Convention No. 142 on career guidance and skill building
Implementation Measures	1. Skill matrices for all operational roles. 2. Tie-ups with industrial training institutions.
Actions	<ul style="list-style-type: none"> · Skill Passports · Learning Incentives

Title	Policy on Anti-Discrimination (ADP)
Commitment	Sakthi Auto upholds equal opportunity and a non-discriminatory work environment.
Scope & Applicability	Applicable to applies to all classes of employees, contract workers, and on-site service providers at all Sakthi Auto locations.
Policy Statement	We, Sakthi Auto, prohibit discrimination based on race, caste, gender, religion, disability, or other protected categories.
Reference Standards	Indian Equal Remuneration Act ILO Convention 111, UNGC Principle 6.
Implementation Measures	1. Sensitization programs 2. Grievance redressal without retaliation
Actions	· Anti-discrimination clause in all letters
Title	Policy on Anti-Harassment (AHP)
Commitment	Sakthi Auto maintains a zero-tolerance policy toward all forms of harassment.
Scope & Applicability	Applicable to applies to all classes of employees, contract workers, Vendors, and on-site service providers at all Sakthi Auto locations.
Policy Statement	We, at Sakthi Auto, are deeply committed to preventing harassment through awareness, prevention, and immediate corrective actions.
Reference Standards	UNGC Principle 6: Elimination of Discrimination ILO Convention No. 190, POSH ACT
Implementation Measures	1. Internal Complaints Committee (ICC). 2. Regular POSH training. 3. Submission of returns of ICC for compliance audit.
Actions	· POSH awareness posters · Training by external agencies · Complaint resolution

Title	Policy on Living Wages (LWP)
Commitment	Sakthi Auto aspires to ensure all employees earn a living wage that supports a decent standard of living.
Scope & Applicability	Applicable to all full-time, regular employees
Policy Statement	We, at Sakthi Auto, are committed to progressively aligning our compensation practices with national and international living wage benchmarks to ensure that every employee earns a wage that supports a dignified standard of living.
Reference Standards	UNSDG 8, UNGC Principle 6 ILO Guidelines on Decent Work
Implementation Measures	Regular Wage enhancement programs
Actions	Living Wage Assessment Framework Adjusting entry-level wages
Title	Policy on Anti-Corruption Practices (ACP)
Commitment	Sakthi Auto maintains a zero-tolerance stance on corruption in all its forms, whether in the public or private sector.
Scope & Applicability	This policy applies to all employees, business partners, vendors, and contractors of Sakthi Auto.
Policy Statement	We, at Sakthi Auto, prohibit bribery, facilitation payments, and unethical inducements. All business dealings must be transparent, lawful, and in compliance with anti-corruption laws.
Reference Standards	UNGC Principle: 10
Implementation Measures	Anti-corruption training and awareness programs Vendor declarations and integrity due diligence. Whistleblower mechanism and investigation procedures
Actions	Anti-bribery awareness sessions Anti-corruption clauses in supplier contracts Grievance reporting channels

Title	Policy on Preventing Conflict of Interest (PCIP)
Commitment	Sakthi Auto promotes ethical decision-making by eliminating actual or perceived conflicts of interest across all levels.
Scope & Applicability	Applicable to all employees, managers, and business partners.
Policy Statement	At Sakthi Auto, Employees must avoid situations where personal interest could conflict with professional responsibilities. Disclosures are mandatory for close associations with vendors or financial interests that may influence decisions.
Reference Standards	OECD Guidelines
Implementation Measures	<ol style="list-style-type: none"> 1. Declaration of interests from all management staff 2. Escalation protocol for conflict resolution
Actions	Integrated checks in procurement and vendor onboarding.
Title	Policy on Anti-Fraud (AFP)
Commitment	Sakthi Auto is committed to detecting and preventing fraud across all business functions, ensuring integrity in financial and operational processes.
Scope & Applicability	This policy covers all employees, suppliers, contractors, and third-party service providers.
Policy Statement	At Sakthi Auto, Fraudulent practices, including theft, misappropriation, data manipulation, and financial misreporting, are strictly prohibited and subject to disciplinary and legal actions.
Reference Standards	Indian Companies Act
Implementation Measures	<p>Audits and Risk Assessments</p> <p>Anonymous reporting mechanisms</p>
Actions	Fraud risk training

Title	Policy on Anti-Money Laundering (PAML)
Commitment	Sakthi Auto ensures full compliance with anti-money laundering regulations to prevent its operations from being used to launder illicit funds.
Scope & Applicability	This policy applies to all finance, commercial, and procurement functions and all counterparties.
Policy Statement	At Sakthi Auto, we do not tolerate any activities related to money laundering, terrorist financing, or financing of illegal activities.
Reference Standards	Prevention of Money Laundering Act (India), FATF Recommendations,
Implementation Measures	<ol style="list-style-type: none"> 1. KYC and background verification procedures. 2. Reporting of suspicious activity to relevant authorities
Actions	Mandatory KYC documentation for all vendors
Title	Policy on Water Use and Management (PWM)
Commitment	Sakthi Auto is committed to progressing towards Net Water Positive operations by implementing water stewardship practices.
Scope & Applicability	All existing and upcoming plants, utilities, process lines, and associated ecosystems in high-consumption zones.
Policy Statement	We aim to go beyond compliance by reducing absolute water withdrawal, enhancing reuse ratios, and making positive contributions to the local water ecosystem through restoration and recharge initiatives.
Reference Standards	Water Risk Filter (WWF); Alliance for Water Stewardship (AWS) Principles; UN SDG 6
Implementation Measures	<ol style="list-style-type: none"> 1. Roadmap for achieving Net Water Positive 2. Implementation of Zero Liquid Discharge (ZLD) 3. Adoption of closed-loop water systems 4. Benchmarking with global best practices
Actions	<ul style="list-style-type: none"> · Water consumption dashboards by FY 2026 -2027 · Water positivity projects in 3 zones by FY 2027 · Achieving 80% water reuse by FY 2028

Title	Human Rights Policy (HRP)
Commitment	Sakthi Auto respects and promotes internationally recognized human rights across all operations and labor practices.
Scope & Applicability	Applies to all employees, contract workers, suppliers, and third-party stakeholders operating within and on behalf of Sakthi Auto.
Policy Statement	We do not tolerate any form of forced labor, child labor, discrimination, or harassment. We uphold dignity, fair treatment, and equal opportunity in every employment practice.
Reference Standards	Universal Declaration of Human Rights; ILO Core Conventions; UNGC Principles 1 & 2; Indian Labour Laws
Implementation Measures	1. Policy dissemination and training 2. Regular compliance audits and grievance redressal mechanisms
Actions	<ul style="list-style-type: none"> · Human rights clauses in supplier contracts · Awareness training for 100% of supervisory staff
Title	Policy on Sustainable Procurement (PSP)
Commitment	We are committed to sourcing goods and services in a responsible manner that considers environmental, ethical, and social factors.
Scope & Applicability	Applies to all vendors, procurement teams, and decision-makers involved in the sourcing process.
Policy Statement	Suppliers are expected to comply with legal, environmental, and labor standards and support sustainability in their operations.
Reference Standards	UN SDG 12: Responsible Consumption and Production
Implementation Measures	1. Supplier evaluation framework based on sustainability scores 2. Annual review of supplier practices
Actions	<ul style="list-style-type: none"> · Vendors with sustainability declarations · Supplier sustainability audits

Title	Supply Chain Due Diligence Policy (SCDCP)
Commitment	We uphold due diligence in identifying, preventing, and mitigating risks related to labor, environment, and ethics in our supply chain.
Scope & Applicability	Covers all first-tier and high-risk second-tier suppliers across our domestic and global supply chains.
Policy Statement	Our procurement and CSR teams actively engage suppliers to ensure ethical sourcing, risk mapping, and corrective action planning.
Reference Standards	UNGP on Business and Human Rights
Implementation Measures	1. Risk mapping and categorization 2. Supplier audits and engagement plans
Actions	<ul style="list-style-type: none"> · Initiated capacity-building workshops for tier-1 suppliers · Integrated due diligence checks in onboarding
Title	Business Ethics Policy (BEP)
Commitment	Sakthi Auto upholds the highest standards of integrity, transparency, and accountability in all business dealings.
Scope & Applicability	Applies to all employees, leadership, partners, contractors, and external stakeholders involved in business operations.
Policy Statement	We prohibit bribery, conflicts of interest, fraud, and unfair practices. Ethical behavior is expected at all levels.
Reference Standards	UNGC Principle 10
Implementation Measures	Code of Ethics, communication, and Conflict of Interest declarations, Periodic training
Actions	Managerial staff signed annual conflict of interest declarations

Title	Policy on Information Security (PIS)
Commitment	We ensure the confidentiality, integrity, and availability of business data and personal information under secure controls.
Scope & Applicability	Covers all digital assets, IT infrastructure, employees, vendors, and third-party services handling data.
Policy Statement	Information assets are protected against unauthorized access, breach, loss, or misuse through preventive, detective, and corrective measures.
Reference Standards	ISO 27001:2013; TISAX
Implementation Measures	1. Data backup and recovery protocols 2. Cybersecurity training and regular vulnerability assessments
Actions	Achieved TISAX certification in 2024
Title	Whistleblower Policy (WBP)
Commitment	We foster a culture of openness and accountability where individuals feel empowered to report unethical behavior without fear of retaliation.
Scope & Applicability	Applicable to all employees, vendors, contractors, and third parties associated with Sakthi Auto.
Policy Statement	Reports related to misconduct, violations, or unethical activities can be made confidentially and will be acted upon with due diligence and protection for the whistle blower without any reprimand.
Reference Standards	Companies Act, 2013 (India); UNGC Principle 10
Implementation Measures	Anonymous reporting mechanism via email and letters, an Investigation protocol with impartial committees
Actions	Disclosures in the Ethical & Sustainable Business Indicators

