

UCAL FUEL SYSTEMS LIMITED

POLICY ON DIVERSITY AND EQUAL OPPORTUNITY -3

OBJECTIVE

The Company advocates the “Policy of equal opportunity” and is anchored in its fundamental belief that employees from different cultural backgrounds bring their own experiences, perceptions, knowledge and skills, which when harnessed, strengthen the Company’s productivity and ability to proactively respond to changing conditions. Equally, exposure to new ideas, cultures and perspectives encourages the personal growth of employees. The Policy also ensures a work environment that is free from any form of discrimination among employees in terms of compensation, training and employee benefits based on caste, religion, disability, gender, sexual orientation, race, colour, ancestry, marital status or affiliation with a political, religious or union organisation or majority/minority group.

POLICY

We commit ourselves to

- Provide equal opportunity to all employees based on merit and ability.
- Recruit and promote employees on basis of their qualification, performance and ability
- Provide comfortable work environment free from any form of discrimination.
- Ensure that there is no discrimination amongst the employees in terms of compensation, training and employee benefits based on caste, religion, creed or sexual orientation.

IMPLEMENTATION

- This policy is being communicated to all employees in meaningful manner.
- All units have proper systems and process in place to ensure compliance with the Policy and with statutory provisions, including Redressal of grievances through members of Management committees.
- Regular monitoring of compliance with the Policy by Senior Management Committee who shall review on quarterly basis. The CSR committee of the Board will supervise the implementation of the Policy.

UCAL FUEL SYSTEMS LIMITED
**POLICY ON PROHIBITION OF CHILD LABOUR AND PREVENTION OF
FORCED LABOUR AT THE WORKPLACE-3**

OBJECTIVE

UCAL strongly advocates “No Child Labour and No Forced Labour” Policy

POLICY

We commit ourselves to

- Prohibit the use of forced or compulsory labour at all our Units.
- Ensure that no person below the age of 18 years is employed in the workplace.
- Ensure that no person is employed as bonded labour.
- Ensure that no engagements are being entered into with any vendors or suppliers who deploy child labour or forced labour.

IMPLEMENTATION

- This policy is being communicated to all employees in meaningful manner.
- All UCAL units have proper systems and process in place to ensure compliance with the Policy and with statutory provisions, including Redressal of grievances through members of Management committees.
- Regular monitoring of compliance with the Policy by Senior Management Committee who shall review on quarterly basis. The CSR committee of the Board will supervise the implementation of the Policy.

UCAL FUEL SYSTEMS LIMITED
STAKEHOLDER ENGAGEMENT -4

OBJECTIVE

The Company has major commitments towards its stakeholders that include shareholders, customers, employees, suppliers and the government. The Company believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of inclusive growth.

POLICY

We commit ourselves to

- Identify and engage with all Stakeholders in a consistent and systematic manner.
- Understand the concerns of Stakeholders including those who are disadvantaged, Vulnerable and marginalised.
- Work towards addressing the concerns of stakeholders in an equitable and transparent manner.

IMPLEMENTATION

- This policy is being communicated to all employees in meaningful manner.
- All UCAL units have proper systems and process in place to ensure compliance with the Policy and with statutory provisions, including Redressal of grievances through members of Management committees.
- Regular monitoring of compliance with the Policy by Senior Management Committee who shall review on quarterly basis. The CSR committee of the Board will supervise the implementation of the Policy.

UCAL FUEL SYSTEMS LIMITED
**POLICY ON HUMAN RIGHTS - CONSIDERATION OF STAKEHOLDERS BEYOND
THE WORKPLACE -5**

OBJECTIVE

Preservation of Human Rights is one among the core principles being focussed by the Company as it applies to employees and its value chains. Human rights laws and guidelines are respected and followed across our operations and a stringent internal and independent review is conducted on any violations of human rights.

POLICY

We commit ourselves to

- Create an awareness on human rights for key stakeholders.
- Encourage respect for human rights of the local communities in particular marginalised groups.
- Discourage human rights abuses.
- Establish grievance Redressal system for impacted stakeholders.

IMPLEMENTATION

- This policy is being communicated to all employees in meaningful manner.
- All UCAL units have proper systems and process in place to ensure compliance with the Policy and with statutory provisions, including Redressal of grievances through members of Management committees.
- Regular monitoring of compliance with the Policy by Senior Management Committee who shall review on quarterly basis. The CSR committee of the Board will supervise the implementation of the Policy.

UCAL FUEL SYSTEMS LIMITED
POLICY ON ENVIRONMENT, HEALTH & SAFETY-6

OBJECTIVE

UCAL is committed to conduct its operations with due regard for the environment and providing safe and healthy workplace for its employees.

POLICY

We commit ourselves to

- Making Occupational Safety and Health a precedence in everything we do.
- Ensure compliance with all statutory regulations pertaining to Safety, Health & Environment in letter and spirit.
- Involve employees and empowering them to achieve continual improvement in Occupational Safety, Health & Environment performance.
- Establish suitable procedures and work practices, providing the necessary resources and conducting regular training.
- Report, investigate and take corrective action on all incidents or situations that have a bearing on Occupational Safety , Health & Environment

IMPLEMENTATION

- This policy is being communicated to all employees in meaningful manner.
- All UCAL units have proper systems and process in place to ensure compliance with the Policy and with statutory provisions, including Redressal of grievances through members of Management committees.
- Regular monitoring of compliance with the Policy by Senior Management Committee who shall review on quarterly basis. The CSR committee of the Board will supervise the implementation of the Policy.

UCAL FUEL SYSTEMS LIMITED
POLICY ON RESPONSIBLE ADVOCACY-7

OBJECTIVE

The Company provides the constructive framework for the frequent interface with Government/ Regulatory Authorities on matters concerning the movement of goods to various factory locations in which the Company operates. The Company's engagement with the relevant authorities is guided by the values of commitment, integrity, transparency and the need to balance interests of diverse stakeholders.

POLICY

We commit ourselves to

- Ensure that its advocacy position is consistent with its values.
- Work with Industry organisation that are engaged with similar motive.
- Conduct ethically the policy advocacy.

IMPLEMENTATION

- This policy is being communicated to all employees in meaningful manner.
- All UCAL units have proper systems and process in place to ensure compliance with the Policy and with statutory provisions, including Redressal of grievances through members of Management committees.
- Regular monitoring of compliance with the Policy by Senior Management Committee who shall review on quarterly basis. The CSR committee of the Board will supervise the implementation of the Policy.

UCAL FUEL SYSTEMS LIMITED
POLICY ON CUSTOMER RELATIONS

OBJECTIVE

UCAL believes that customers are the important stakeholders and building mutual trust and meaningful engagement is imperative. By this creation of trust, it helps in building, strengthening and sustaining harmonious employee relations across the organisation.

POLICY

We commit ourselves to

- Respect the dignity of an individual.
- Respect the freedom of employees.
- Ensure employees are not discriminated against exercising their freedom.

IMPLEMENTATION

- This policy is being communicated to all employees in meaningful manner.
- All UCAL units have proper systems and process in place to ensure compliance with the Policy and with statutory provisions, including Redressal of grievances through members of Management committees.
- Regular monitoring of compliance with the Policy by Senior Management Committee who shall review on quarterly basis. The CSR committee of the Board will supervise the implementation of the Policy.

UCAL FUEL SYSTEMS LIMITED
POLICY ON PRODUCT RESPONSIBILITY-2

OBJECTIVE

UCAL Fuel System Limited offers comprehensive Fuel Management Systems for Automotive sector. The company also manufactures pumps, emission control parts and various components for both ferrous and non ferrous material. From high pressure die casting to precision machined parts of micron level accuracy, UCAL is committed to produce the best the industry needs. UCAL is driven by technology; fully alive to the challenges of the ever-changing industry. Advanced technology is forefront in our thought processes; our endeavor is to offer new and better solutions, every time we deliver.

POLICY

We commit ourselves to

- Comply with all regulatory requirements.
- Enable customers in making informed purchase decisions through truthful disclosure of relevant information.
- Allow freedom of choice in a competitive environment while promoting and selling products.
- Have robust mechanism for taking feedback of the customers and continuously improve upon the same
- Comply with all regulatory requirements pertaining to health and safety of products.

IMPLEMENTATION

- This policy is being communicated to all employees in meaningful manner.
- All UCAL units have proper systems and process in place to ensure compliance with the Policy and with statutory provisions, including Redressal of grievances through members of Management committees.
- Regular monitoring of compliance with the Policy by Senior Management Committee who shall review on quarterly basis. The CSR committee of the Board will supervise the implementation of the Policy.

UCAL FUEL SYSTEMS LIMITED
POLICY ON RESPONSIBLE SOURCING-1

OBJECTIVE

UCAL brings sustainability in the procurement process for its products across diversified product portfolio.

POLICY

We commit ourselves to

- Work with suppliers who comply with laws and regulations on labour practices, human rights, bribery and corruption, safety and environment.
- Encourage resource efficiency
- Encourage Suppliers to become more sustainable.

IMPLEMENTATION

- This policy is being communicated to all employees in meaningful manner.
- All UCAL units have proper systems and process in place to ensure compliance with the Policy and with statutory provisions, including Redressal of grievances through members of Management committees.
- Regular monitoring of compliance with the Policy by Senior Management Committee who shall review on quarterly basis. The CSR committee of the Board will supervise the implementation of the Policy.