

Supplier Corporate Social Responsibility (CSR) and Sustainability Policy

1. Purpose

This Supplier CSR and Sustainability Policy outlines the expectations of GNA Axles Ltd. from its suppliers and business partners regarding environmental, social, and ethical conduct. We aim to foster a responsible and sustainable supply chain aligned with our core values and corporate responsibility commitments.

2. Scope

This policy applies to all direct and indirect suppliers, contractors, and service providers of GNA Axles Ltd. across all regions and product categories.

3. Environmental Responsibility

- Maintain an Environmental Management System (EMS), preferably certified to ISO 14001.
- Monitor and minimize air emissions, wastewater discharge, energy use, and waste generation.
- Avoid use of restricted or hazardous substances and promote recycling and resource efficiency.
- Contribute to climate change mitigation by tracking and reducing carbon footprint.
- Ensure traceability of raw materials and avoid sourcing from environmentally sensitive or protected areas.

4. Social Responsibility & Human Rights

- Uphold the International Labour Organization (ILO) core labor standards.
- Provide safe and healthy working conditions in compliance with ISO 45001 or equivalent standards.
- Prohibit child labor, forced labor, and human trafficking.
- Respect employees' rights to freedom of association and collective bargaining.
- Promote diversity, equity, and inclusion, and prohibit discrimination or harassment.
- Ensure fair wages, reasonable working hours, and transparent employment practices.
- Support local community development in line with GNA's CSR focus areas (education, healthcare, rural sports, women empowerment).

5. Governance and Ethical Business Practices

- Operate in full compliance with all applicable laws and regulations.
- Uphold anti-corruption and anti-bribery practices.
- Prevent conflicts of interest and uphold integrity in business dealings.
- Avoid use of conflict minerals and ensure responsible sourcing.
- Maintain records and documentation necessary to demonstrate compliance with this policy.

6. Monitoring and Evaluation

- Suppliers must conduct regular internal reviews and self-assessments.
- GNA Axles Ltd. may conduct audits, request documentation, or visit supplier sites.
- Non-compliance may result in required corrective action, temporary suspension, or termination of business relations.

7. Continuous Improvement

- Set measurable CSR and sustainability goals.
- Collaborate with GNA Axles Ltd. on sustainability initiatives.
- Disclose performance data and participate in improvement programs as requested.

8. Health, Safety and Environmental (HSE) Requirements

- Comply with all applicable health, safety, and environmental laws and regulations.
- Implement and maintain effective health and safety management systems, preferably aligned with ISO 45001.
- Provide necessary training, equipment, and resources to ensure worker health and safety.
- Identify, assess, and mitigate workplace hazards and risks to prevent injuries and illnesses.
- Ensure emergency preparedness and response plans are in place and tested regularly.
- Promote a culture of safety, including reporting of near misses and continuous improvement initiatives.
- Avoid environmental pollution through effective waste management, emissions control, and chemical handling practices.
- Encourage employee participation and feedback in HSE programs and safety committees.

9. Acknowledgement

All suppliers are required to acknowledge this policy and incorporate its principles into their operations. This policy shall be reviewed periodically and updated as necessary.

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