

TPM POLICY

We at JK Tyre are committed to practice TPM methodology and strive to achieve:

- Zero Accidents
- Zero Breakdown
- Zero Loss
- Zero Defects

through total employee involvement and competence enhancement.

We are committed to enhance employee morale and Customer delight through continual improvement in all spheres of our activities and create a clean and pleasant workplace, in our endeavor to be amongst the most admired Companies in India.



QUALITY POLICY

We the people of JK Tyre will have an organisation committed to quality in everything we do.

We will continuously anticipate and understand customer's requirements, convert these into performance standards for our products and services and meet these standards every time.

Full customer satisfaction - both internal and external is our motto.



HEALTH, SAFETY & ENVIRONMENTAL (HSE) POLICY

We at JK Tyre & Industries Ltd. are committed to Safety and Environmental performance for sustainability growth. We are explicitly committed to design, manufacture and distribute our products in a manner that protects the environment; prevents work related injury and ill health, prevention of pollution in all the activities being carried out under our control and identifying the specific risk and opportunities as per the context of the organization.

We will continually improve on Occupational Health, Safety and Environmental Sustainability Performance. We are explicitly committed to followings:

- Complying with legal and other HSE requirements applicable to products, processes and services.
- Set up appropriate objectives that includes Environmental Sustainability, Occupational Health & Safety including well-being of all employees & stakeholders.
- Taking measures in HSE management system by being proactive and innovative.
- To “provide instructions” and “to identify and eliminate OHS Hazards & Environmental Risks”.
- Adopt Life Cycle thinking and work towards conserving natural resources and energy by optimizing efficiency, minimizing waste and encouraging adoption of reuse/ recycle throughout the value chain, wherever practically feasible.
- Enhancing effectiveness of Safety, Health & Environmental Management system through Risk assessment and identification of opportunities to reduce the OHS and Environmental Risk & Impacts.
- Providing our employees, contractors, sub contractors and transporters the appropriate work environment, facilities, adequate resources, support, information and need based training to work safely and involving them in HSE matters concerning them and evaluating their performance based on HSE parameters.
- Integrating Safety, Health and Environmental policy into our business planning, decision making and performance review at appropriate levels. The policy will be reviewed periodically to suit its applicability for the business requirements.
- We commit to consult all stakeholders and ensure participation of workers’ representatives and ensure adequate supervision to enhance the OHSW & Environmental performance.

We commit to communicate this policy to all employees, persons working for and on our behalf and to make it available to all interested parties on request.



ENERGY POLICY

We at JK Tyre are committed to design, manufacture and distribute our products & services in an energy efficient manner to become a green company. We will continually improve our energy performance for sustainable growth by:

- Complying with all applicable legal and other requirements related to our energy use, consumption and efficiency.
- Taking measure in Energy Management System by being proactive, innovative and cost effective including procurement of energy efficient product & services.
- Enhancing effectiveness of energy management system by ensuring the availability of information and necessary resources to achieve the objectives and targets.
- Integrating energy policy into our business planning, decision making and performance review at appropriate level.

We commit to communicate this policy to all our employees, persons working for and on our behalf and also will make it available to all interested parties on request.



SOCIAL ACCOUNTABILITY POLICY

We at JK Tyre are committed to practice our core value of “Caring for People” and aim to practice and promote best Human Resource practices in managing our business in a socially accountable work culture through Education, Training, Communication, involvement of Employees, Associates (Suppliers & Sub Contractors) and interested parties.

Respecting International Instruments (ILO- UN), National & Other applicable laws, we commit to set out basic standards and procedures regarding “Health & safety, Freedom of association & right to collective bargaining, Disciplinary practices, working hours & Remuneration”.

We will not engage, support or tolerate the use of, “Child labour, Forced or Compulsory labour, Discrimination (based on Race, National or Social Origin, Caste, Birth, Religion, Gender, Disability) or Corporal punishment”.

Review the policy regularly in order to continually improve, taking into consideration changes in Legislations, Code of conduct requirements & any other Company requirements.

We commit to communicate this policy to all personnel working for and on behalf, whether directly or indirectly employed and make it available to interested parties upon request.



INFORMATION SECURITY POLICY

We at JK Tyre, are committed to preserve the confidentiality, integrity and availability of information, to increase the confidence of our valued customers by:

- Applying Information Security controls on all Information Assets,
- Conducting Risk assessment at suitable intervals,
- Taking Prompt mitigation Actions against risk criteria,
- Education all concerned members,
- Meeting Legal requirements

We shall review periodically the effectiveness of the ISMS Policy in order to make suitability of the system and its continual improvement.



LABORATORY POLICY

We at JK Tyre are committed to provide reliable testing conforming to National and International Standards including any of the customers' specific requirements and render services to satisfy customers' emerging needs while maintaining integrity and confidentiality.

Towards this pursuit in excellence, we shall:

- Continually upgrade the Physical, Chemical and Tyre Testing Facilities and its capabilities;
- Train and re-train the associated manpower enabling them to familiarize with the documentation and implementation of Policies and procedures in their work; and
- Comply with the requirements of ISO/IEC 17025 and Continually Improve its effectiveness



ANTI BRIBERY, CODE OF CONDUCT & WHISTLE BLOWER POLICY

Anti Bribery Policy

JKTIL is committed to conducting its business ethically and in compliance with all applicable laws and regulations and other laws that prohibit improper payments to obtain a business advantage. JKTIL strictly prohibits bribery or other improper payments in any of its business operations. This prohibition applies to all business activities, anywhere in the world, whether they involve government officials or are wholly commercial. A bribe or other improper payment to secure a business advantage is never acceptable and can expose individuals and JKTIL to possible criminal prosecution, reputational harm or other serious consequences.

This Policy applies to everyone at JKTIL, including all officers, employees and agents or other intermediaries acting on JKTIL's behalf. Each officer and employee of JKTIL has a personal responsibility and obligation to conduct JKTIL's business activities ethically and in compliance with the law. Failure to do so may result in disciplinary action, up to and including dismissal. Improper payments prohibited by this policy include bribes, kickbacks, excessive gifts or entertainment, or any other payment made or offered to obtain an undue business advantage.

Code of Conduct

This Code of Ethics and Business Conduct is applicable to all employees at all levels of JKTIL / Cavendish Industries Ltd and more so for managers and staff. The foundation of this Code of Conduct is the code of JK Tyres Limited governed by its Board of Directors.

It is expected that the senior management sets the professional tone for the Company through their words and actions both. Hence, the senior management and employees must lead by setting examples and constantly reinforce this Code of Conduct through their actions and behavior.

They are expected to demonstrate exemplary personal conduct through adherence to :

- I. Confidentiality
- II. Conflict of interest (*relationship with third parties , Compensation from non-Company sources, Accepting Gifts, Offering or giving Gifts, Personal use of Company's property, Remuneratory Work or consulting, Family and Personal Relationships, Financial Investments*)
- III. Corporate opportunities
- IV. Political non - alignment
- V. Compliance with the laws, rules and regulations: fair dealing
- VI. Financial reporting and records

Whistle blower policy

The Company believes that all its employees should adopt highest standards of professionalism, honesty, integrity and ethical behaviour in their conduct and promote ethical behavior and take steps to ensure that no employee violates any law or rules, regulations, or the Code of Conduct. For this purpose, the Company encourages the disclosure of the information by the employees and to treat such information as "Protected Disclosure".



CORPORATE SOCIAL RESPONSIBILITY POLICY

Preamble

JK Tyre & Industries Ltd. (the Company) has been one of the foremost proponents of inclusive growth and since inception, has been continuing to undertake projects for overall development and welfare of the society in areas pertaining to promoting preventive healthcare, education, livelihood intervention, rural development, environmental sustainability and conservation of natural resources, etc.

Objective

The Company aspires to be a leading company in the Indian Tyre industry while maintaining a clear focus on social upliftment and environment protection for inclusive growth to realize a truly empowered society. This Corporate Social Responsibility Policy (CSR Policy) lays down the guidelines and mechanism to carry out CSR Projects by the Company and to report its CSR work in the format provided by the Corporate Social Responsibility Rules (CSR Rules) under the Companies Act, 2013 (the Act).

Constitution of CSR Committee and Formulation of CSR Policy

The Board of Directors of the Company at its meeting held on 28th May 2014, constituted a Corporate Social Responsibility Committee of the Board comprising of Dr. Raghupati Singhania (Chairman), Shri Arvind Singh Mewar and Shri Arun K. Bajoria (CSR Committee). The role of the Committee, *inter alia*, includes the following:

1. Formulate and recommend to the Board, a CSR Policy which shall indicate the activities to be undertaken by the Company as specified in Schedule VII of the Act.
2. Recommend the amount of expenditure to be incurred on the activities.
3. Monitor the CSR Policy of the Company from time to time.

CSR Policy

This policy has been framed in accordance with 135 of the Act and in accordance with the CSR Rules notified thereof by the Ministry of Corporate Affairs, Government of India and shall apply to all CSR projects to be undertaken by the Company as per Schedule VII of the Act, within the geographical limits of India only.

CSR Activities and Budget

The Company shall undertake CSR activities as defined in Schedule VII of the Act. The Board would approve amount to be spent on CSR activities during every financial year as recommended by the CSR Committee and as required under the law.

Governance of the CSR Policy

The Company will constitute a governing mechanism to oversee the implementation of its CSR Policy, in compliance with the Act. The CSR Committee along with the Board shall be responsible for all the decisions taken with regard to the Company's CSR Policy.

Disclosure

The Company shall follow and comply with the requirements for disclosure of the CSR Policy and/or CSR activities in the Board's Report and on the website of the Company or otherwise, as may be required in terms of the provisions of the Act, as applicable from time to time.



BIODIVERSITY PROTECTION POLICY

We at JK Tyre & Industries Ltd. are committed to reducing the negative impact on Biodiversity & Nature from our own operations and from the supply chain by:

- Considering the impacts of business decisions on Biodiversity.
- Minimizing the Biodiversity Risks in the Business operations.
- Enhancing awareness on Biodiversity within the organization and external stakeholders.
- Encouraging relevant stakeholders to support better Biodiversity management.
- Establishing a system for monitoring and reporting of progressive steps taken towards the protection of Biodiversity.



WELLBEING POLICY

We at JK Tyre & Industries Limited, are committed to promote the wellbeing of all it's employees and recognize that employee wellbeing has direct impact on their attendance, work performance and relationship with colleagues.

This policy provides a framework to encourage and facilitate working practices and services that support employee mental and physical health, that is wellbeing, minimize wherever possible the detrimental impact of work-related stress on all employees and their work; and ensure that employees are appropriately supported in their work place.

The aim and objective of the is policy encompasses physical, emotional and spiritual aspects of Health and Wellbeing. The organization shall have explicit commitment to:

- Promote wellbeing through the managed policies and support services.
- Prevent, so far, as is possible, those circumstances detrimental to wellbeing of employees;
- Provide a culture where all wellbeing issues including mental stress can be discussed openly in a supportive way;
- Provide a working environment free from biases and stigma, and where employees who have some mental or physical difficulties/ challenges receive appropriate support and adjustment to allow them to achieve their fullest potential;
- Monitor and review indicators of employee wellbeing, and to take steps to respond where issues are identified;
- Improve understanding and awareness of wellbeing issues and the support available both within and outside the organisations;
- Consult with organisational trade union representative on all proposed action relating to the prevention of work-related stress.
- Ensuring availability of resources to build a suitable corporate culture & creating a continual improvement mind set.
- Ensure conformance with British Safety Council latest specification on Health & Safety.

The policy makes no distinction between work related and personal factors in supporting employee's wellbeing. The policy will be made available to all stake holders and communicated at all levels.



SUSTAINABILITY POLICY

JK Tyre & Industries Ltd commits itself to minimising its impact on our environment through

- Providing a safe and pleasant workplace free from Hazard & Risk;
- Create environmentally sustainable culture, where responsibility is assigned and understood;
- Being an Socially & environmentally responsible neighbour in our community;
- Conserving natural resources by adopting reduce, reusing and recycle concept;
- Reduce Energy consumption by ensuring the responsible use of energy throughout the organisation;
- Increase the share of Renewable energy throughout the organisation
- Participating in efforts to improve environmental protection and understanding
- Taking steps to improve environmental performance continually;
- Conducting rigorous audits, evaluations, and self-assessments of the implementation of this policy;
- Working with suppliers who promote best environmental & sustainable practices
- Enhancing awareness among our employees, volunteers, and users—educating and motivating them to act in an environmentally responsible manner.



GREEN PURCHASE POLICY

Objective:

To responsibly purchase products and services including Outsourced Products by considering environmental protection issues into the sourcing decision making process and to encourage all upstream supporters to adopt green manufacturing and green supply chain, so as to not only reduce the environmental degradation, but to possibly have a positive impact on the environment and to show commitment towards continual improvement, prevention of pollution and to comply with all the applicable legal requirements.

Scope:

This policy applies to the following categories such as Raw Materials, Engineering Spares, Capital Equipment, Tools, Moulds, Dies and Service offerings.

Focus Area:

1. Aim to source products and services that minimize environmental impact in the following areas:
 - Energy Efficiency, Water Conservation and Waste Reduction
 - Prevention / Reduce the use of hazardous substances.
 - Proactive product stewardship & life cycle assessment aspects.
 - Conserve the resources of the planet
 - Use renewable energy
2. We are committed to support our suppliers in adopting green practices through awareness creation and training on the compliance requirements.
3. We give preference to suppliers who adopt green practices in addition to QCD performance in the following areas:
 - Reduce specific energy and water consumption
 - Minimizing the generation of waste and safe disposal of the hazardous wastes generated.
 - Recycle and reuse material to reduce absolute consumption
 - Incorporation the use of renewable resources
4. We shall seek to implement the hierarchy of preference to avoid, reduce, reuse, recycle, recover prevent and dispose throughout the sourcing activity.
5. We commit ourselves to set and review the objectives and targets for the continual improvement in all the areas of our operations through everyone's involvement.



GREEN HOUSE GASES (GHG) POLICY

We at JK Tyre & Industries Ltd. are committed to design, manufacture and distribute our products and services in a manner that will be green and believe in quantification of greenhouse gas emissions by value addition processes as a first step in reducing these emissions in a systematic manner by following means:

- Ensure conformance with ISO 14064-1:2019 international standard.
- Ensuring that this information would facilitate the preparation of GHG reports which will remain Relevant, Complete, Consistent, Transparent and Accurate.
- Ensuring availability of resources to enhance GHG performance and build a suitable corporate culture.
- Aligning employee competencies to needs of this system and,
- Creating a continual improvement mindset in respect of GHG performance within the organization.

