



where **Passion**
meets **Performance**

SUSTAINABILITY POLICY

We, at Precision Camshafts Limited (PCL), are committed to integrate environmental, social and ethical principles into our business and innovate sustainable solutions with passion to enhance quality of life. This policy defines the framework for Sustainability at PCL and provides a governing platform for creating long lasting value for business, environment and society at large.

We shall strive to

- Integrate sustainability considerations into all business decisions, functions and work processes with the aim of creating value and contributing to sustainable development.
- Generate sustainability awareness among associates, customers, investors and society and support inclusive growth and equitable development. Follow the highest standards of governance and transparency.
- Implement ethical practices at workplace.
- Embody principles of product stewardship by enhancing environmental, health and safety impacts of our products across their life cycles.
- Provide safe, healthy, clean and fair working conditions to our employees, business associates and all those working on behalf of us and ensure protection of human rights in the value chain.
- Adopt clean and renewable sources of energy.
- Strive to be neighbour of choice of the communities where we operate and contribute to their equitable and inclusive development and demonstrate corporate citizenship.
- Identify material sustainability issues and develop sustainability strategies with goals, targets, mitigation and adaptation plans aligned with global and national sustainability commitments.
- Encourage sustainable consumption of energy, water and other resources and enable circular economy towards waste management.
- Engage with other organisations and industry associations to actively advocate for positive change in the various sectors we operate.



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DISCLOSURE

This Policy shall be disclosed on the Company's website at www.pclindia.in. Web link thereto shall be provided in the prescribed reports under Companies Act 2013 or SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015.

AMENDMENT AND UPDATES

The Board shall have the power, subject to applicable laws, to amend any of the provisions of this Policy, substitute any of the provisions with a new provision or replace this Policy entirely with a new Policy. The Company Secretary being the Compliance Officer is also authorized to make amendment in this policy, where there are any statutory changes necessitating the amendment in the policy. The Board may also establish further rules and procedures, from time to time, to give effect to the intent of this Policy and further the objective of good corporate governance.

Sd/-

Yatin S. Shah
Chairman and Managing Director