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1. PURPOSE

Carrier Wheels Pvt. Ltd. ("CWPL") is committed to respecting and promoting human rights in its operations and across its value chain.

This Policy establishes CWPL's approach to engaging with external stakeholders and ensuring that human rights are respected in interactions with suppliers, contractors, business partners, customers, and surrounding communities.

2. SCOPE & APPLICABILITY

This Policy applies to CWPL's interactions with:

- Suppliers and vendors
- Contractors and subcontractors
- Service providers, consultants, and agents
- Customers and business partners
- Local communities affected by CWPL operations

3. POLICY COMMITMENT

CWPL commits to:

- Respecting internationally recognized human rights principles
- Avoiding causing or contributing to human rights abuses
- Addressing adverse human rights impacts linked to its business relationships
- Promoting ethical and responsible business conduct

4. HUMAN RIGHTS PRINCIPLES

CWPL's approach is guided by:

- Applicable labour and human rights laws
- Principles of dignity, fairness, and non-discrimination
- Prevention of child labour, forced labour, and human trafficking
- Respect for health, safety, and well-being

5. EXTERNAL STAKEHOLDER ENGAGEMENT

CWPL engages with external stakeholders through:

- Responsible procurement and supplier engagement
- Contractual requirements and codes of conduct

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- Audits, assessments, and performance reviews
- Grievance and communication mechanisms

6. EXPECTATIONS FROM EXTERNAL STAKEHOLDERS

CWPL expects its external stakeholders to:

- Comply with applicable labour, human rights, and safety laws
- Prohibit child labour, forced labour, and human trafficking
- Provide safe and healthy working conditions
- Respect diversity, dignity, and non-discrimination
- Avoid unethical, abusive, or exploitative practices

7. DUE DILIGENCE & RISK MANAGEMENT

CWPL adopts a risk-based approach to:

- Identify potential human rights risks in its value chain
- Assess suppliers and contractors based on risk and criticality
- Address identified risks through corrective actions

8. GRIEVANCE & REPORTING MECHANISMS

CWPL encourages external stakeholders to:

- Raise concerns related to human rights or ethical conduct
- Report violations through available communication or grievance channels

Reported concerns will be handled fairly and confidentially.

9. NON-RETALIATION

CWPL prohibits retaliation against:

- External stakeholders who raise concerns in good faith
- Individuals cooperating in investigations

10. RESPONSE & CORRECTIVE ACTION

If adverse human rights impacts are identified:

- CWPL may engage with the concerned stakeholder to seek corrective action
- Business relationships may be reviewed or discontinued in case of serious or repeated violations

11. ROLES & RESPONSIBILITIES

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- **Management**: Oversight of external human rights commitments
- **HR/Admin / Purchase / QA functions**: Implementation and monitoring
- **Employees**: Ethical engagement with external stakeholders

12. AWARENESS & COMMUNICATION

- This Policy shall be communicated internally
- Relevant external stakeholders may be informed of CWPL's expectations
- The Policy may be shared as part of supplier or partner engagement

13. MONITORING & CONTINUOUS IMPROVEMENT

CWPL periodically reviews its external stakeholder engagement and human rights practices to:

- Strengthen responsible business conduct
- Improve risk identification and mitigation
- Enhance transparency

14. APPROVAL & EFFECTIVE DATE

This External Stakeholder & Human Rights Policy is approved by the Management of Carrier Wheels Pvt. Ltd. and is effective from the date of issue.

	Name/Designation	Signature	Remarks for Revision
Prepared By:	Amit Saroha Deputy Manager		
Approved by:	Apoorva Jain Director		