

Ref. No.: CCPL/CSR/HR-03

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A. Purpose & Scope:

At Cooper Corporation Pvt. Ltd., we are committed to conducting our business in a socially responsible and sustainable manner. We recognize our responsibility towards the environment, communities, employees, customers, and other stakeholders. This Corporate Social Responsibility (CSR) policy outlines our commitment to integrating social, environmental, and ethical considerations into our operations and decision-making processes.

1. Environmental Stewardship:

We are dedicated to minimizing the environmental impact of our manufacturing operations. We will strive to conserve natural resources, reduce greenhouse gas emissions, minimize waste generation, and promote the use of environmentally friendly technologies. We will comply with applicable environmental laws and regulations, and proactively seek opportunities to go beyond compliance to protect and enhance the environment.

2. Ethical Business Practices:

We will uphold the highest standards of business ethics and integrity in all our dealings. We will conduct our business transparently, honestly, and with fairness. We will promote a culture of integrity, where employees are encouraged to report unethical behaviour and adhere to our code of conduct. We will not engage in bribery, corruption, or any other illegal or unethical practices.

3. Health and Safety:

We prioritize the health and safety of our employees, contractors, and visitors. We will provide a safe and healthy work environment, ensuring compliance with relevant health and safety regulations. We will continuously assess and manage occupational health and safety risks, and promote a culture of safety through training, awareness, and effective safety management systems.

4. Employee Well-being and Development:

We are committed to the well-being and professional development of our employees. We will provide a supportive and inclusive work environment that fosters diversity, equal opportunities, and work-life balance. We will invest in employee training and development programs to enhance skills, knowledge, and career growth. We will promote employee engagement and ensure open communication channels for feedback and suggestions.

5. Supplier Relationships and Responsible Sourcing:

We will establish responsible and sustainable practices in our supplier relationships. We will select suppliers who share our commitment to CSR and encourage them to uphold similar standards with means of assessing associated CSR risks. We will promote responsible sourcing practices, including assessing and addressing social and environmental impacts throughout our supply chain.

6. Community Engagement:

We will actively engage with the communities in which we operate, contributing to their well-being and development. We will support initiatives that address community needs, promote education, healthcare, and social welfare. We will encourage employee volunteering and participation in community programs to make a positive impact on society.

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7. Product Responsibility:

We are committed to manufacturing high-quality, safe, and reliable engines that meet or exceed regulatory requirements. We will prioritize customer satisfaction by delivering products that fulfill their needs and expectations. We will ensure transparency in our product information, warranties, and customer support.

8. Stakeholder Engagement:

We will engage with our stakeholders, including employees, customers, suppliers, investors, regulators, and communities. We will listen to their concerns, seek their input, and incorporate their feedback into our decision-making processes. We will communicate transparently about our CSR initiatives, performance, and progress.

9. Measurement and Reporting:

We will establish key performance indicators (KPIs) and metrics to measure our CSR performance. We will regularly monitor and report on our progress, highlighting achievements, challenges, and areas for improvement. We will strive for transparency and accountability in our reporting and adhere to recognized standards and frameworks.

10. Continuous Improvement:

We are committed to continuously improving our CSR performance. We will conduct regular reviews, audits, and assessments to identify opportunities for enhancement and address gaps. We will adapt to evolving best practices and industry trends to ensure that our CSR initiatives remain relevant and effective.

11. Review and Update:

We will periodically review and update our CSR policy to reflect changes in societal expectations, emerging issues, and best incorporate them in the future revisions of this policy.

B. Contact Information:

For questions or comments about this policy, contact Chief Human Resources Officer (CHRO)

C. Created / Approved By:

Signed,

Nitin Deshpande
Chief Human Resources Officer (CHRO)
Date: 14-July-2023



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● DOCUMENT REVISION HISTORY DETAILS:

Sr No	New Rev. No / Date	Reason for change	Brief details of change	Issue to	Issued By	Approved By
01	00/ 14.07.2023	New released	Global ECOVADIS requirement	Issue all user department – Portal / Website, all suppliers, all employees etc	AGM	NPD