Steel Strips Wheels Limited

Working Conditions Mission Statement

Document Number: SSWL/P&A/38

Classification: Internal

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Steel Strips Wheels Limited (SSWL) is committed to providing safe, fair, and respectful working conditions for all employees, contract workers and trainees across our operations. Our mission is to ensure that every person working with SSWL is treated with dignity, protected from harm, and enabled to perform at their best through lawful, ethical and people-centric practices.

SSWL is committed to fair remuneration and timely payment, ensuring that wages meet or exceed applicable statutory requirements and that wage-related information is transparent and understandable. We aim to provide adequate social benefits as per legal requirements and company provisions, including statutory social security coverage where applicable. We uphold compliance with legal requirements on working hours, overtime, weekly rest and leave, and we strive to plan work in a manner that supports employee well-being and operational continuity.

SSWL promotes work-life balance by encouraging reasonable scheduling, adequate breaks and rest, and responsible use of communications outside of working hours. Where roles allow, we encourage managers and teams to respect personal time by limiting non-urgent communications beyond working hours and by planning work to avoid excessive overtime.

We are committed to a workplace free from discrimination, harassment, bullying and retaliation. We maintain accessible grievance and reporting mechanisms, including channels for employees and workers to raise concerns in good faith without fear of retaliation. We respect the right of workers to freedom of association and lawful representation in line with applicable legislation.

To ensure continual improvement, SSWL integrates working conditions into our management systems through clear roles and accountability, periodic internal reviews, and corrective actions where gaps are identified. We track relevant indicators such as overtime trends, leave utilisation, grievance themes and closure time, employee engagement feedback, and compliance findings, and we use these insights to improve policies, practices and workplace culture.

This mission statement is communicated to employees and relevant stakeholders and is reviewed periodically to ensure it remains aligned with our legal obligations, stakeholder expectations and our commitment to responsible business conduct.

Approval

Approved by (Name): Mr. Rahul Matta
Designation: General Manager

Signature:
Date: 01/04/25

STEEL STRIPS WHEELS LTD. Chandigarh

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