

Document -GNA-PL -5

Rev.- 27.04.2024

## Corporate Social Responsibility Policy

We at Guru Nanak Auto Enterprises Ltd. believe that no organization can make sustainable development without the patronage from the society. We are committed to maintaining the highest standards of corporate social responsibility. To meet this commitment we will implement management systems in our operations that accord with the requirements of our corporate social responsibility standards.

*Our vision* is “to actively contribute to the social and economic development of the communities in which we operate.

GNAE is committed to conducting business in an ethical and responsible manner. The Human Rights and Labor Policy of company outlines standards to ensure that all employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort. We are committed to ensuring that we are not complicit in any human rights violations and hold our suppliers and partnersto this same high standard.

### **Focused Areas for social activities**

- a) Sports: - Donation to sports clubs for promoting sportsman spirit.
- b) Pre Education: - Rooms & toilet blocks for schools.
- c) Help of weaker section of society: - Support of Old age homes, Physical handicapped peoples,
- d) Social Support: - Contribution to the Prime Ministers Relief Fund, Financial support for girls marriage, Ambulance facility for villagers, Shagun Scheme, Financial Help Scheme.
- e) Environment: - For protecting the environment, Plantation inside and outside of factory premises.

### **Budget**

In line with the Companies Act, a specific budget is allocated for corporate social responsibilitiesactivities. This budget is project driven.



## **Management Commitment**

Our Management and all of our employees subscribe to the philosophy of compassionate care. We believe and act on an ethos of generosity and compassion, characterized by a willingness to build a society that works for everyone. This is the keystone of our CSR policy.

## **Implementation & Monitoring**

- a) CSR activities will be implemented through a team. The CSR team will meet periodically to review the progress of various CSR projects/activities.
- b) The CSR team may also take help of an advisory committee or third party agencies to carry out various tasks such as project analysis, site visits.

## **Following components has been covered under social issues:-**

### **Child & Forced Labour policy:**

- c) To ensure that no person below the age of 18 years is employed in workplace.
- d) To prohibit the use of forced labour at all units.
- e) To ensure that no employee is made to work against his/her will or to work as forced labour.

### **Non-discrimination Policy**

GNAE Company shall provide equal opportunities to all its employees. GNAE is committed to a workforce that is free of harassment and unlawful discrimination. In GNAE, there is no discrimination on basis of sex, cast, creed, marital status, age and religion.

### **Humane Treatment**

We treat all employees with respect & dignity. No employee is subjected to any physical, sexual, sexual abuse, psychological or verbal harassment and or abuse.

### **Dealing with Management, Freedom of Association and Collective Bargaining**

We believe that workers' rights are best protected by allowing each worker to deal directly with management on issues of importance to that worker. We also respect the rights of workers to associate or not associate with third-party organizations, join or not join labor unions, seek representation, bargain or not bargain collectively in accordance with laws.





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**INDIA'S LARGEST AXLE MFRS. & EXPORTERS**

### **Minimum Wage, Hours and Benefits**

Compensation paid to workers shall comply with all applicable wage laws, overtime hours and legally mandated benefits.

### **Working Conditions**

GNAE will provide safe & healthy working environment to all employees. Employees are to be provided with ready access to clean toilet facilities, drinking water, eating facilities, rest room & washing facilities. We will also comply with all provisions of related laws.

### **Implementation**

This policy is publicly available throughout the Company and communicated to all the employees in an appropriate & meaningful manner. Units head will ensure the implementation of this policy.

-SD-  
**Jagdish Singh**  
**(Chairman & Whole Time Director)**  
**Guru Nanak Auto Enterprises Limited**



IATF 16949 : 2016  
ISO-14001 : 2015  
ISO-45001 : 2018

*A Continuous Drive Towards Excellence*

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