



VISION

We will emerge as a socially responsible and significant global player from India, successfully competing in the international automobile component market.



MISSION

“We will leverage our state-of-the-art technology, world-class manufacturing facilities, contemporary manufacturing and management systems; and our talented, innovative and committed workforce to manufacture and deliver world-class automotive components at globally competitive prices.

By doing so effectively, we will make a positive difference to all our stakeholders - our customers, employees, investors and the community we live in.”

“We Deliver the Benefits of GLOBAL SOURCING and LOCAL SERVICE to our Customers”



VALUES

1. Safety
2. Quality
3. Integrity
4. Innovation
5. Leadership



QUALITY

"We, the Members of Team SYNERGIES, commit ourselves to manufacturing and delivering the most contemporary, high quality, defect free products in the industry to our Customers.

We will achieve this by implementing customer - oriented business and manufacturing processes; within our immediate organization and amongst our supplier partners, that will focus on innovation, defect prevention, and continual improvement."

WORKING TOGETHER TO DELIGHT OUR CUSTOMERS!



QUALITY OBJECTIVES

PEOPLE

- Enhancing the talent of our Team Members by providing training for at least six man-days per person every year.

DELIVERY

- Enhance the system capability to meet the specific delivery requirements of our customers.

QUALITY

- Reducing the overall plant rejection by 2% every year.
- Responding to customer complaints within 24 hours and resolving the problem within a maximum of 6 working days, and implementing systems to ensure its non-recurrence.

SUPPLIER PARTNERS

- Assisting and enabling our Supplier partners to upgrade their Quality Management Systems, to reduce the rejects, improve yields, thereby improving productivity and reducing costs.

INNOVATION

- Creation of new designs / models / products every year.
- Enhancing the number of Quality Circles to reduce the costs, improve productivity.
- Incorporating Mistake Proofing Methods.
- Various R & D initiatives / methods improvement / methods studies.
- Experimentation with new technologies and processes.

ENVIRONMENT

- Achieving 1 million safe man-hours in a year.
- Environmentally friendly processes.
- Proactively developing awareness of environmental care.



ENVIRONMENTAL POLICY

“We, the members of Team SYNERGIES, commit ourselves to conducting our operations in an environmentally responsible manner to minimize any environmental impact.

We will achieve this by complying with applicable environmental, legal, and other requirements to protect the environment, prevent pollution, and safeguard biodiversity and ecosystems. We will adopt a life cycle approach, wherever possible, to minimize the environmental impacts of our products.

We will implement measures to conserve resources such as energy, raw materials, and water, and strive to continually improve our environmental performance by adopting new technologies and equipment for future generations. We will minimize noise emissions, and reduce air, water, and soil pollution.

We will monitor, report, record, and track Greenhouse Gas (GHG) emissions and implement measures to reduce GHG emissions from our company’s value chain. We will evaluate energy efficiency projects and promote the use of renewable energy sources like solar energy, which will not be depleted for future generations.

We will reuse, recycle, retreat, recover, reduce, and use elimination methods and practices to minimize the environmental impact of our operations. We will improve water, air, and soil quality by adopting advanced technology for future generations. We will reduce waste generation and recycle materials in production to preserve resources. We will promote a sustainable built environment and ensure customer health and safety through green design and work towards mitigating climate change-related risks.

We encourage the use of the best available technologies and production processes that favour optimum energy efficiency, water efficiency, waste management, chemical use, pollution prevention, and the reduction of GHG



emissions for decarbonization. We will record and analyse environmental accidents and near misses.

We will minimize any possible negative effects of our operations, including air emissions, GHG emissions, effluent generation, water consumption, waste discharges, and ensure the sustenance of local biodiversity for future generations. We will apply responsible chemical management (handling, storage, and disposal) throughout the process life cycle and practice sustainable resource management to preserve resources for future generations.

We will implement, maintain, and communicate this policy to all our employees and others working on our behalf. We will respond to suggestions and complaints from interested parties objectively and promptly. This policy will be available to the public upon request.”

Responsibility: The Managing Director is responsible for policy approval. The Head of the SH&E Department owns, endorses, and ensures the implementation of the policy. Other Department Heads, employees, and contract workers are responsible for adhering to this policy. They must engage and take responsibility for ensuring that all initiatives are developed in line with the policy.

This policy applies to employees, and where applicable, on-site contractors and service providers. We are dedicated to continuously improving our policy commitment.

This policy will be reviewed regularly, where possible, by engaging with internal and external stakeholders. It may be amended at any time with the approval of the Managing Director only.



TRAINING

“We, the members of Team SYNERGIES commit ourselves to continuous enhancement of knowledge and skills through training and development. We believe that training encourages participation in job-related programs, enhances skills and knowledge and maximizes job performance. The responsibility for participating in training is shared by individual employees, supervisors / managers, and the Company, so as to create and maintain a well trained, skilled, efficient work force

We will achieve this by providing opportunities for employees to pursue job-related, innovation and promotion training, and make every possible effort to allow individuals to participate in training during work hours. Training would comprise Leadership development, Supervisory and management training, Technological advancements, Office / administrative support training, Employee orientation and other regulatory compliances, thereby broadening the skill base of employees to deal with new responsibilities or to facilitate mobility.

We will train and develop the workforce through intense on-the-job training, off-the-job training, various educational programs, technical seminars, conferences and trade fairs in accordance with the job / Company requirements, such that individual accomplishments are synchronized with organizational objectives to allow common people achieve uncommon results.”



HEALTH AND SAFETY

“We, the members of Team SYNERGIES, commit ourselves to ensuring ‘safety’ during the production process, and aim at minimizing injuries and accidents by adopting and implementing the industrial and personal safety regulations in all operational activities throughout the Company. We believe that no production target can be considered worthwhile if in the course of pursuing it, people and facilities are hurt.

- We will achieve this by adopting stringent measures to prevent accidents and injuries at work through absolute and strict observance of the safety requirements; communication and training of processes, procedures, equipment, safety activities, hazards and safe work practices.

- We will educate our Managers and supervisors to take responsibility and accountability for the health and safety of those individuals under their direction; and those workplaces under their charge; and ensure that every reasonable precaution is taken in the circumstances for the protection of their employees.

- We will train our employees and others working on our behalf to understand the relevant safety requirements, their impact, and the necessity of stringently adopting the use of Personal Protective Equipment and other safety procedures.

- We will continuously endeavour to ensure that all the managers, employees and the others working on our behalf, follow industrial safety rules, undergo regular training for safety engineering, personally participate in safety protection activities and improve the ‘Safety’ culture.

- The Company will not knowingly permit unsafe conditions to exist, nor will it permit employees to indulge in unsafe acts.”



CORPORATE SOCIAL RESPONSIBILITY

Synergies Corporate Social Responsibility outlines our efforts to give back to the world as it gives to us. We conduct a responsible business that meets the highest Standards of ethics and professionalism.

The Synergies social responsibility is both **compliant** and **proactive**. Compliance is our company's commitment to legality and willingness to observe community values and proactiveness towards initiatives promoting human rights, helping communities and protecting our natural environment.

Synergies will respect the law, honour its internal policies, ensure that all its business operations are legitimate and keep every partnership and collaboration open and transparent.

Synergies will conduct its business with integrity and respect to human rights, promote safety and fair dealing, respect the consumer, and follow anti-bribery and anti-corruption practices.

Synergies recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We follow the best practices when disposing garbage and using chemical substances.

We will ensure that we don't risk the health and safety of our employees and community, avoid harming the lives of local and indigenous people, and support diversity and inclusion.

Synergies is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We will ensure that our activities do not directly or indirectly violate human rights in any country.

Synergies preserves a budget to make monetary donations. These donations will aim to advance education, community events and alleviate those in need.

We encourage our employees to volunteer through our Seva program. They can volunteer in programs organized internally or externally. Synergies may sponsor volunteering events from other organizations.

Apart from legal obligations, Synergies will proactively protect the environment by recycling, conserving energy, organizing reforestation programs and using environmentally friendly technologies.

We will actively invest in R&D, be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

This policy applies to our company, suppliers and partners.



LABOUR AND HUMAN RIGHTS

Our employees are of great value and the key to our success. We strive to provide a workplace where employees can fulfil their potential in an open and inspirational working environment. We maintain a strong commitment to high standards that deliver a fair, respectable and safe workplace for all employees. The purpose of this policy is to define the labour and human rights standards to which all employees in Synergies are entitled.

Synergies does not tolerate any form of discrimination against our employees based on race, colour, gender, language, religion, political or other opinion, caste, age, disability, or other distinguishing characteristics. Any employment-related decisions, from hiring to termination and retirement, must be based solely on lawful, non-discriminatory criteria. Synergies does not tolerate any form of forced labour or human trafficking.

Our human rights and labour principles are a fundamental part of the way we do business, and we promote the same principles in our relationships with customers, suppliers and other business partners.

We respect and support the dignity, wellbeing and human rights of our employees, the communities we work in, and everybody involved in our operations.



NO CHILD LABOUR

Synergies is committed to providing a safe and healthy working environment supported by mutual respect and equality. Our Child Labour Policy ensures that our company and its subsidiaries will not practice child labour nor forced labour and prohibits the exploitation of children in any kind of operation under the company's name.

This policy is applicable for the entire organization, our partners, our vendors, suppliers, contractors, or anybody we do business with.

Definitions

According to the International Labour Organization, Child Labour is "work that deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development".

This policy refers to "children" as individuals who are under the age of 18 years. Synergies shall adhere to the following statements:

- We shall not employ children under any circumstances.
- The company is against all kinds of exploitation of children.
- The company will not do business with any organization that practices child labour and does not uphold similar standards.
- The HR department is responsible for implementing this policy in all of Synergies operations.

Supporting Actions

Synergies is committed to eliminating child labour and hence follows some practices as mentioned below to enforce this policy.

- Educate communities about the harms of child labour and encourage children to join schools.
- Educate employees on work laws and encourage them to report child labour instances.
- Avoid hiring minors under the legal age for working.
- Ensure that this policy is well communicated with the organizations we do business with.
- Holding company workshops and events to educate employees on child labour and social responsibility.

Synergies requests all its employees and partners to follow this policy not only because it has been demanded by the law but also because it is the duty of every individual to secure a bright future for the young citizens of the society.



SUSTAINABILITY

“We, the members of Team Synergies, commit to adopting sustainability as an integral part of our business strategy through our market leadership role, our operations, and products we manufacture. We recognize that our operations can greatly contribute to creating a more sustainable world.

It is our leadership responsibility to both improve our own sustainability performance through the way we run our business and to influence others.

This will be achieved through the alignment of our product life-cycle operations and products with our business strategy and plans.

An environment with a future - supporting a low carbon economy;
demonstrating respect for the environment through
resource efficiency and preventing pollution.

A responsible business of the future - influencing and supporting
sustainable economic growth, eco-design, materials, and waste handling,
with strong governance, integrity, and accountability.

A society for our future - inspiring the next generation;
investing in communities; developing sustainability
knowledge and skills; and creating a healthy, safe, and secure workplace.

We will implement, maintain, and communicate this policy to all
our employees and others working on our behalf, and will respond to
suggestions and complaints from interested parties objectively and promptly.

This policy will be available to the public upon request.”



SUSTAINABLE PROCUREMENT & SUPPLY CHAIN

“We, the Members of Team SYNERGIES are committed to social impact and strive for sustainability across every function, including sourcing and procurement.

We believe in taking a holistic approach to sustainability and set expectations for our clients and suppliers to act responsibly.

We will reduce our environmental footprint by incorporating purchasing decisions that minimize the environmental impact across the lifecycle of the products and services we procure. Sustainability forms an integral part of our business strategy.

We will ensure compliance with the local, national, and international legislations within the supply chain and adhere to the supplier code of conduct.

We will create a supply chain organisation that is resilient, reliable, and competitive in the presence of risks and opportunities potentially arising from the external legal, technical, environmental, social, and governance contexts as part of our future business plan.

We will promote resource conservation, use of alternative materials and renewable energy, water stewardship, safety, health, respect for human rights and elimination of child labour across the supply chain.

We will Encourage our suppliers to adopt sustainability principles and management systems throughout the supply and value chain.

We will Actively communicate and disclose our approach and achievements to all our stakeholders.”



INFORMATION SECURITY

We are committed to continually improve the information security management system by:

- Maintaining the Confidentiality, Integrity, Availability (CIA) of company and client information
- Setting up the objectives based on audit results, incidents as well as interested parties' feedback
- Complying with applicable requirements related to information security
- Protecting sensitive information against unauthorized access
- Ensuring that all breaches of information security, actual or suspected are reported and investigated
- Improving our practices in Information security management systems
- Training and propagation of knowledge on Information security