

Code of Conduct on Affirmative Action for Scheduled Castes and Scheduled Tribes of Kirloskar Brothers Limited (“The Company”)

1. The Company affirms that its competitiveness is interlinked with the well being of all sections of the Indian society.
2. The Company believes that equal opportunity in employment for all sections of the society is a component of its growth and competitiveness. It further believes that inclusive growth is a component of growth and development of the country.
3. The Company affirms the recognition that diversity to reflect socially disadvantages sections of the society in the workplace has a positive impact on business.
4. The Company will not practice nor support conscious discrimination in any form.
5. The Company does not bias employment away from applicants belonging to disadvantaged sections of society if such applicants possess competitive skills and job credentials.
6. The Company’s selection of business partners is not based on any considerations other than normal business parameters. In case of equal business offers, the Company will select a business partner belonging to a socially disadvantaged section of society.
7. The Company will have a written policy statement on Affirmative Action in the workplace.

8. The Code for Affirmative Action will be put up on the company website to encourage applications from socially disadvantaged sections of society.
9. The Company will make all efforts for upskilling and continual training of employees from socially disadvantaged sections of society in order to enhance their capabilities and competitive skills.
10. The Company may have a partnership program with educational institution/s to support and aid students from socially disadvantaged sections of society.
11. The Company will maintain records of Affirmative Action.
12. The Company will have a Senior Executive to oversee and promote the Affirmative Action policies and programs. He will be accountable to the Chairman.
13. The Company will make available its learning and experiences as a good corporate citizen in Affirmative Action to other companies desiring to incorporate such policies in their own business.

For Kirloskar Brothers Limited

Sanjay C. Kirloskar
Chairman and Managing Director

PUNE : April 19, 2007