



ETHICS, TRANSPARENCY & ACCOUNTABILITY POLICY

REVISION: 00 PAGE: 1 of 2

SUBJECT / TITLE: Kennametal India Limited (KIL) Ethics, Transparency & Accountability Policy

This page is a record of all revisions.

For convenience, the nature of the revision is / shall be briefly noted, under the remarks column here below. Unless otherwise stated, any revision/s should be implemented effective the date the Board of Directors of KIL approve this policy.

| REV. | BY | PAGES | REMARKS |
|------|-----------------------------|-------|------------------|
| 00 | Mr. Naveen C / Ms. Swastika | 1 - 2 | Original Release |

| REV. | ISSUED BY | APPROVED BY | APPROVAL DATE |
|------|-----------------------------|---------------------------|---------------|
| 00 | Mr. Naveen C / Ms. Swastika | Board of Directors of KIL | May 31, 2023 |



KENNAMETAL INDIA LIMITED

ETHICS, TRANSPARENCY & ACCOUNTABILITY POLICY

1 Ethics, Transparency & Accountability Policy

We at Kennametal believe that ethical business conduct is the cornerstone of all operations, functions, and processes, guiding the governance of economic, social, and environmental decisions. We are committed to conducting our business responsibly and disclosing the decisions and actions that impact our stakeholders.

1.1 Commitment

To inculcate accountability towards our stakeholders by communicating transparently and enabling access to information about the policies, procedures, performance (financial and non-financial), and decisions of Kennametal that impact our stakeholders.

1.2 Scope

This policy statement is developed to provide guidance in communicating performance (financial and non-financial), decisions and actions transparently and ethically to our stakeholders. This policy shall be used when designing communications for the stakeholders.

This policy statement is applicable to all the employees and workers at Kennametal and the functional units. Furthermore, it is applicable to its business partners or value chain partners.

This policy statement shall be used along with Kennametal's internal Code of Conduct, taxation practices, anti-corruption and anti-bribery policies, internal procedures on anti-trust and conflict of interest.

1.3 Objective

The objective of this policy statement:

1. All disclosures made to the stakeholders are done in an ethical, transparent and accountable manner.
2. Communicate to the stakeholders that are at high risk, are vulnerable and marginalized communities as per SEBI definition, timely and fairly on the measured and documented impacts of our business decisions and actions if applicable.
3. Commit to conduct business in a manner that aligns with statutory requirements and abides by the law of the land.
4. Aim for continual improvement by ensuring that all business decisions and actions adhere to the anti-corruption and anti-trust policies that are applicable across Kennametal.
5. Ensure timely and complete payment of all applicable taxes as governed by the law.
6. Develop competency amongst employees, stakeholders by training and capacity building actions and take prompt and fair action in case of violation of this policy.
7. Take prompt actions against third-party relationships that violate the guidelines set out by this policy statement.

1.4 Communication of Policy

This policy is made publicly available on our website. Hard copies of the policy are made available at all our operating unit.
