



Human Rights Policy

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POLICY DETAIL					
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PREPARED BY:		REVIEWED BY:		APPROVED BY:	
Total Rewards Team		Head Total Rewards		CHRO	

VERSION HISTORY				
VERSION	PREPARED BY	APPROVED BY	DESCRIPTION OF CHANGE	REVISION DATE
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Human Rights Policy

Introduction:

Hero MotoCorp recognizes the valuable role that business can play in the longstanding protection of human rights. We respect the rights of our community, our value chain, our employees and other stakeholders who may be affected by our operations. We conduct our business in a socially responsible manner, respecting the law and international standards on human rights, including the principles of the UN Global Compact and UN Guiding Principles on Business and Human Rights, to benefit the communities where we work. We expect our partners and value chain to abide by the policy.

Scope & Applicability:

This policy intends to succinctly express our commitment to do business with ethical values and embrace practices that supports human rights. We believe in treating people with respect and dignity, thereby fostering an atmosphere of open communication, care and candour.

The Policy is applicable to all our employees, business partners and other relevant parties. The Company expects its business partners and other relevant parties to treat their employees, and to interact with communities in ways that respect human rights and adheres to the spirit and intent of our Human Rights Policy

Policy Statement:

We endeavor to achieve adherence to the Human Rights Policy by:

- a) **Equal Opportunity, Diversity and inclusion:** HMCL encourages an inclusive work environment, wherein diversity is valued, and equal opportunities are available to all the employees and stakeholders. HMCL follows applicable laws and regulations in the matter of deciding wages/salaries, hours of work and welfare measures. HMCL endeavors that the work environment across its operations remains free from discrimination in any form. It prohibits discrimination in the matter of compensation, training, opportunities and employee benefits on the basis of caste, creed, religion, language, ethnicity, disability, age, gender sexual orientation, race, colour, marital status or union organization or any other status protected by appropriate laws.
- b) **Harassment-Free Workplace:** HMCL is committed in ensuring a workplace that is free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company is qualifications, performance, skills and experience.
- c) **Healthy and safe workplace:** HMCL provides a healthy workplace and comply with applicable health laws and regulations, as well as internal requirements. It provides and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts. HMCL also takes steps to ensure safe workplace within its supplier community.
- d) **Prohibition of child and forced labour:** HMCL prohibits engagement of Child Labour, Forced Labour and any form of human trafficking. It is committed to ensure that no instance of Child or

Human Rights Policy

Forced Labour occurs in any of its operations and establishments and prohibits associated vendors, contractors and suppliers from engaging child and/or forced labour.

- e) **Modern Slavery & Human Trafficking:** At HMCL, we believe in respecting and promoting human rights and, as part of this, we are committed to addressing modern slavery and human trafficking in our business operations. We are committed to exhibit zero tolerance towards all facets of modern slavery, as elaborated under the conventions of the International Labour Organization (ILO) specified to forced or compulsory labour.

Key Guiding Principles:

- Recognize the importance of maintaining and promoting fundamental human rights in all our business and promote awareness of the human rights with employees through training and communication.
- Respect employees' right to freedom of speech, dignity and provide fair and equal remuneration, benefits and safe working conditions of employment.
- Respect each individual's basic human rights and not allow any modern slavery (i.e. slavery, forced or compulsory labour) or child labour.
- Respect the right of all workers in participation and consultation with management without fear of intimidation or reprisal, in accordance with applicable law.
- Continually improving human rights performance by sharing good practices and learnings, monitoring, reporting and disclosing performance.
- Ensuring the right to freedom of association and collective bargaining.
- Compliance with all applicable labour regulations e.g. regarding working hours, wages and benefits and work place safety.
- Conduct due diligence process to proactively identify and assess potential impacts and risks relating to respecting human rights across own operations, value chain and new business relations.

Grievance Redressal Mechanism:

HMCL implements the above standards by incorporating it in the related policies, processes and guidelines across all our business operations. HMCL conducts training to strengthen in-house awareness and education on the practice of human rights.

The following grievance mechanism provide all employees, business partners and other relevant parties a secure system to raise grievances related to human rights violation and to report confidentially and anonymously without fear of retaliation, any breach of policies and procedures in HMCL:

- a) Whistle Blower Policy/ Vigil Mechanism: for reporting genuine concerns or grievances about unethical behavior, actual or suspected fraud.
- b) Policy for Prohibition, Prevention and Redressal of Sexual Harassment at Workplace – for reporting any instance of sexual harassment of women at workplace
- c) For reporting other matters relating to violation of human rights, the Company has a Chief Human Resources Officer who acts as a single point of contact related to human rights issues.

Review & Amendments:

The policy document shall be periodically reviewed at an interval of every 3 years and any amendments made therein shall be reviewed by CHRO.