



# Environmental Policy



# Environmental Policy

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## Introduction

At Hero MotoCorp Limited (HMCL), we are committed to protect the environment and promote sustainable development through comprehensive project, process, and product planning, design and innovation. Our goal is to prevent and mitigate pollution, conserve natural resources, restore ecology and biodiversity, and implement an effective waste management system that includes avoidance, upcycling and recycling. We also aim to address climate change & promote inclusive growth. Our commitment to these principles underscores our objective to protect the environment and contribute in creating a better world for all.

We are determined to achieve all our financial and operational goals while complying with all relevant environmental laws and regulations. We aim to raise awareness among our stakeholders about improving environmental performance by following the best practices & emerging technologies.

## Scope

In the development and implementation of this environmental policy, HMCL recognizes the importance of engaging and consulting with external stakeholders. We believe that their input and participation are crucial in ensuring the effectiveness and relevance of our policy.

This policy applies to all HMCL establishments, and all stakeholders are expected to partner in implementing the policy. Third parties such as suppliers, dealers, contract workers, consultants, and other business partners, including joint venture partners, licensees, and outsourcing partners, are also expected to comply with HMCL's environmental policy.

## Policy Statement

HMCL will:

- Establish a strong environment management system and incorporate emerging technologies and best practices to continuously improve environmental performance.
- Conserve natural resources by enhancing operational efficiency, reducing and avoiding, upcycling & recycling waste(s), single-use-plastic free operations, use of recycled materials, preventing pollution, and rational and sustainable use of water, energy, oils, paints, chemicals and other resources.
- Contribute towards mitigation of climate change through; substitution of hazardous substances, measures to reduce the emission of greenhouse gases, energy-efficient technologies, and transitioning to green energy (e.g. Renewable Energy).

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- Comply with all applicable environmental laws and regulations.
- Committed for continuous environmental excellence through a robust framework of target-setting, transparent reporting, and regular assessment. Our aim is to become carbon neutral by leveraging a range of initiatives, including energy and process efficiency enhancements, and the integration of renewable energy, to minimize our ecological footprint and contribute to a more sustainable future. Communicate environmental performance to all relevant stakeholders regularly through the annual report, corporate sustainability report, and other similar channels.
- Strive to positively impact communities by extending the reach of our environment protection and conservation strategy beyond the boundaries of our facilities through various community projects.
- Conduct programs/workshops for all stakeholders to develop environmentally responsible behaviors and to raise awareness of environmental policy and environmental impacts.
- Provide training to all workforce and make them understand the impacts of their work activities on the environment.
- Conduct regular audits of the environmental management system to identify areas of improvement/gaps, if any.
- **Value chain:** Build a sustainable value chain, and encourage and support our supplier & dealer partners to adopt sustainability practices. Collaborate with suppliers, other companies, and civil society organizations to accelerate environmental innovation and transformation.
- **Products and services:** In line with our vision to 'Be the Future of Mobility' and with a strong focus on sustainability, will continue our effort to develop sustainable products and services to transition to a low-carbon society.
- **Transportation and logistics:** Reduce environmental impact in logistics and transportation. Implement a sustainable fleet, optimize inventory management, and expand an eco-friendly transportation network.
- **Circularity:** Aim to divert more than 99% of the waste generated by our operations from landfills and incineration, driving innovation in the recycling industry and supporting a circular economy.
- **Mergers and Acquisitions:** Conduct environmental due diligence during mergers and acquisitions (M&A). This process will include a review of compliance risks and, if necessary, countermeasures to address them.

### Roles & Responsibility

1. The Environment Health and Safety (EHS) department in coordination with the Core Sustainability team and respective stakeholders, shall be responsible for the implementation of this policy. In the event of any non-compliance, they will prepare mitigation measures and an action plan to meet the compliance requirement and also to inform the status of implementation to the management regularly.

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2. The Sustainability Steering Committee (SteerCo), composed of C-level executives, is responsible for ensuring compliance of this policy, with all applicable environmental laws and regulations.
3. The policy shall be communicated within the organization and would make it available to all interested parties and stakeholders.

**This policy will commence from the date mentioned hereunder and will be reviewed at an interval of every three years from the date of commencement.**

31-10-2025