

Sustainability Policy

Our approach to a rapidly expanding global marketplace is guided by our insights into customers' expectations and furthermore shaping a future that is in alignment with best outcomes for our planet and people. Our sustainability efforts are aligned with our vision, mission and values. Our consistent focus is on ESG (Environment, Social and Governance) parameters to enhance Hero MotoCorp's triple bottom line. This also strengthens our vision to be the future of Mobility while achieving our mission to Create, Collaborate, Inspire and keeping our core values intact.

The company endeavors to provide an engaging environment for its people to perform to their true potential and will continue its focus on value creation and enduring relationships with its stakeholders.

Our sustainability efforts across enterprise are driven by the philosophy of "We Care" embedded in our DNA.

SUSTAINABILITY GUIDING PRINCIPLES

- Ensure corporate governance is built on principles of Ethics, transparency, fairness, integrity, equity, accountability and demonstrate the highest levels of corporate governance.
- Endeavour to integrate sustainability considerations in all our business decisions throughout the lifecycle of our products, services, business travel and logistics including our value chain.
- Create a workplace where employees, business associates and those working on our behalf report high levels of well-being, fulfilment, ensure respect for diversity & inclusion and be responsive towards all stakeholders.
- Respect and promote human rights, not allow any modern slavery (i.e. slavery, forced or compulsory labor) or child labor and promote equitable development & inclusive growth.
- Endeavour to use natural resources efficiently and conservatively (energy, water and materials) and minimize any potential impact to environment from our business processes.
- Adherence to Environmental, Social, Governance and Quality (ESG&Q) standards across value chain.
- Foster responsible innovation and encourage Design for Environment principles integrating life cycle aspects in our products.
- Promote development of mobility solutions that are safe and sustainable throughout their life cycle
- Create value for our stakeholders, engage with customers in a responsible manner and ensure that we have a positive impact on the communities in which we operate.
- Ensure policy advocacy is performed in a transparent and responsive manner.
- Align our sustainability commitments with United Nation's Sustainable Development Goals.

OUR COMMITMENTS

- Comply with all environmental, social, governance, safety, cyber security, statutory norms and exceed where applicable.
- Commit to a robust governance system to oversee our sustainability commitments and monitor our progress.
- Set ambitious sustainability targets and review our progress towards achieving them regularly.
- Handhold value chain partners to implement relevant policies and processes to enhance their sustainability performance.
- Report results of our sustainability programme to employees, management and other 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.

Sustainability Steering Committee

Hero MotoCorp Limited

12-04-2021