

## **Slavery and human trafficking statement pursuant to Section 54(1) of the Modern Slavery Act, 2015 of United Kingdom**

Eicher Motors Limited (“we”, “us”), are committed to improving our practices to combat slavery and human trafficking in our business and supply chain. Eicher Motors Limited, its subsidiaries and associate Companies and branch shall hereinafter be referred to as “the Group”.

It continues to be a top priority for us to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken to combat modern slavery in the Group and supply chain, including assessments and monitoring of our workforce and sites as well as parts of our supply chain.

### **Organisation's structure**

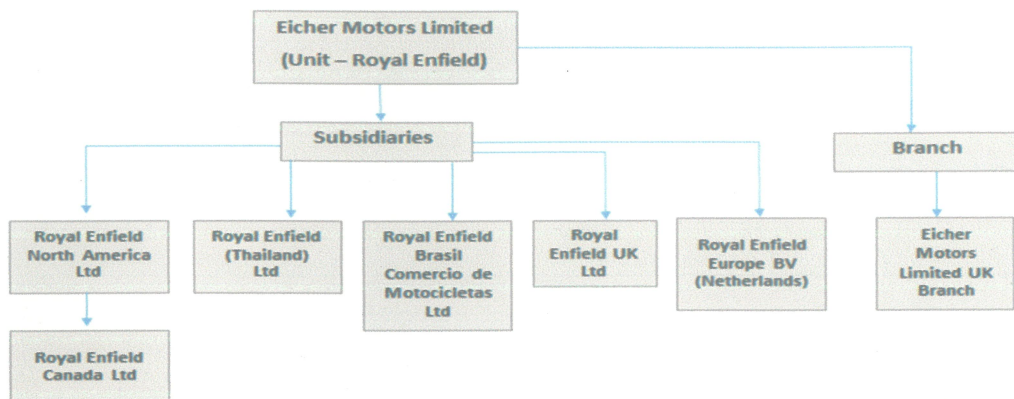
Royal Enfield is the manufacturer and seller of motorcycles and associated products including parts, accessories and apparel. Royal Enfield is a unit of Eicher Motors Limited with business operations in the UK.

Eicher Motors Limited has its head office in India and has over 5,000 employees worldwide; Royal Enfield has a retail presence in 65 countries, and manufacturing or operational business in the UK, India, Nepal, Argentina, Brazil, Colombia, Bangladesh and Thailand.

Eicher Motors Limited has a global annual turnover of approximately £1.41 Billion for the financial-year-ended-31<sup>st</sup>-March-2024.

## Our-business

The Group's business is organised as follows:



## Our-supply-chains

Our supply chains include suppliers of direct raw materials, as well as indirect materials such as consumables, parts, tools and spares. Many are sourced from suppliers local to the Group's manufacturing facilities. This not only supports a sustainable supply chain, but also allows us to contribute to a resilient local economy and have good oversight of our supply chains.

## Our-policies-on-slavery-and-human-trafficking.

Our Anti-slavery Statement reflects our commitment to acting ethically and with integrity in all our business relationships and implementing and enforcing effective systems to discourage and prohibit slavery and human trafficking anywhere in our supply chains. We also have the following policies in place relevant to modern slavery, which we review and keep updated:

- Code of Conduct (applicable to Eicher Motors Limited, group Companies, their employees and contractors)
- Supplier Code of Conduct
- Conflict of Interest
- Anti-Competition Policy

- Anti-Bribery
- Whistleblowing Policy
- **Due diligence processes for slavery and human trafficking**  
We understand that the following areas of our business give rise to the modern slavery risks:
  - Third Party Dealerships
  - Distributors
  - Material Suppliers
  - Agency and temporary employment practices by Dealers, Distributors and Suppliers
  - Sub-contractor relationships

As part of our ESG initiative we have engaged with a large number of suppliers to understand the extent of their compliance, identify risks and develop a mitigation plan.

Our plants and factories are compliant with all local regulations which enforce laws against forced labour and child labour laws, aligning with the prevention of modern slavery.

#### **Supplier adherence to our values and ethics**

We have zero tolerance for slavery and human trafficking. All of the Group's agreements and contracts incorporate clauses requiring supplier adherence to requirements on human rights and safe working conditions, including the Code of Conduct and local labour laws.

#### **Training**

To ensure a high level of understanding of the risks of modern slavery, human trafficking and ethical behaviour in our supply chains and our business, we provide training to our staff under

Eicher Motors Code of Conduct training, this includes annual conduct compliance training to ensure employees stay vigilant and up to date with our ethical ways of working.


We are committed to enhancing our Code of Conduct and will incorporate modern slavery training modules in 2025, to raise the team's awareness of the signs of modern slavery, further building their capability to prevent it at each stage of the commercial life cycle.

#### **Our effectiveness in combating slavery and human trafficking**

In order to measure how effective we have been to ensure that slavery and human trafficking are not taking place in any part of our business or supply chains, the Group monitors the level of

complaints made in relation to different issues. In each of the 2022-23 and 2023-24 financial years, no complaints were raised in relation to forced/involuntary labour or other human rights issues.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ended 31st March 2025. It was approved by the Board on 13th May 2025.



(B. Govindarajan)  
Managing Director  
Eicher Motors Limited

Date: 13th May 2025