

*Eicher Motors Limited*

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Human Rights Policy

At Eicher Motors Limited (“EML” or “Company”) it is our constant endeavour to respect and uphold the human rights of all our stakeholders including our employees, customers, business and value chain partners and the community at large. Our Human Rights Policy (“Policy”) reinforces our commitment to respect human rights in accordance with the applicable labour laws and regulations in each country where we operate. We are also guided by internationally accepted standards such as the UN Guiding Principles on Business and Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

This Policy sets forth the values and principles that govern our business conduct and is applicable to our direct and indirect operations including our subsidiaries, suppliers, vendors, dealers and business partners. Requirements for our suppliers and partners to respect human rights are also laid out in our Supplier Code of Conduct.

## **Principles of the Policy**

We are committed to respect all internationally recognized human rights and expect our suppliers, vendors, dealers and business partners to uphold the same, particularly including the following:

### **Equal Opportunity and Non-Discrimination**

EML is an equal opportunity employer and strives to promote a workplace culture based on diversity and inclusion. We do not tolerate discrimination against employees on the basis of gender, age, religion, race, ethnicity, nationality, political opinion, sexual orientation or disability. All employment related matters such as hiring, compensation, promotions and professional development, are determined by criteria such as merit in qualification, performance and capability.

### **Harassment Free Workplace**

We are committed to provide a work environment free from all forms of harassment, prohibiting both sexual and non-sexual harassment, whether physical, psychological, verbal or written.

At EML, we have zero tolerance for discrimination and harassment. Any employee whether full-time or part-time may file a complaint or report a concern as per the process defined in our Whistle Blower Policy. Further, the Company also has a policy on prevention, prohibition and redressal of sexual harassment and any such incidents can be reported to the Internal Complaints Committee as per the process defined in the policy. All employees are trained, and complete awareness is created on what is sexual harassment and how one can escalate the matter if (s)he is affected.

Each reported allegation is taken seriously and handled confidentially. If allegations are confirmed, corrective measures are taken, which may include disciplinary action, dismissal, or legal action against the responsible employee(s).

### **Freedom of Association**

We recognize the employees’ right to assemble, communicate and join association of their choice in matters related to their employment. We respect the lawful right of employees to exercise freedom of association and engage in collective bargaining.

### **Occupational Health & Safety**

We are committed to providing a safe and healthy workplace free from any recognized hazards, through implementing effective measures to prevent any workplace injuries and ill health. We lay special focus on aspects such as women’s safety, assistance to persons with disability, emergency response and preventive health and safety measures. Further, we consistently strive to create a work environment that promotes physical and mental well-being of all our employees and provides a conducive environment to promote growth and productivity.

### **Equal Remuneration**

We remunerate our employees with competitive performance based compensation, which is in compliance with the applicable laws, regulations and market standards. Further, EML strives to ensure that employees receive equal pay for equal work, irrespective of their gender or any other bias.

### **Prohibition of Child Labour and Forced Labour**

EML prohibits child labor and forced labor of any kind including bonded labor, slavery and human trafficking.

### **Data Privacy**

We are committed to protect the data privacy of our employees, customers and business partners. We follow all applicable laws and industry best practices to safeguard the data privacy and strive to implement reasonable and appropriate practices in our collection, use, and sharing of personal information about individuals. Further, we do not disclose information to third parties without explicit consent of our stakeholders, unless required by law to do so.

### **Grievance Mechanism**

EML is committed to prevent any human rights violations and provides all its employees, dealers, suppliers and vendors a secure platform to raise grievances and report confidentially and anonymously about any breach in the Human Rights Policy, as per the process defined in our Whistle Blower Policy.

### **References**

- Supplier Code of Conduct  
[http://www.eicher.in/uploads/1630932554\\_EML\\_supplier\\_code\\_of\\_conduct.pdf](http://www.eicher.in/uploads/1630932554_EML_supplier_code_of_conduct.pdf)
- Policy on Prevention, Prohibition and Redressal of Sexual Harassment at Workplace  
[http://www.eicher.in/uploads/1630990171\\_EML\\_policy\\_for\\_prevention\\_prohibition\\_and\\_redressal%20\\_of\\_sexual\\_harassment\\_at\\_the\\_workplace.pdf](http://www.eicher.in/uploads/1630990171_EML_policy_for_prevention_prohibition_and_redressal%20_of_sexual_harassment_at_the_workplace.pdf)
- Whistle Blower Policy  
[https://www.eicher.in/uploads/1409922415\\_EicherWhistleBlowerPolicy.pdf](https://www.eicher.in/uploads/1409922415_EicherWhistleBlowerPolicy.pdf)