



HUMAN RIGHTS PRINCIPLES

MOTHERSON SUMI SYSTEMS LIMITED

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HUMAN RIGHTS PRINCIPLES

1. INTRODUCTION

- 1.1 Motherson is committed to contributing to and respecting internationally recognized human rights. Preventing violations of human rights forms an integral part of Motherson's values.
- 1.2 Human rights are universal. Inherent dignity and equality for all is the foundation of freedom, justice and peace all around the world. Motherson subscribes to the principle that every human being has the right to be treated with dignity, fairness and respect. Motherson upholds the dignity, fundamental freedoms and human rights of its employees, contractors and the communities in which they live and work. Motherson respects human rights and cares about its role as a good corporate citizen for the human rights of each individual. Motherson as business enterprises will comply with all applicable laws with full respect to human rights.
- 1.3 Motherson Human Rights Principles ("**Principles**") are based on the following international conventions and declarations:
 - The Universal Declaration of Human Rights;
 - The United Nations ("**UN**") Guiding Principles on Business and Human Rights;
 - The International Labour Organization ("**ILO**") Declaration on Fundamental Principles and Rights at Work;
 - The OECD Guidelines for Multinational Enterprises; and
 - The ten principles of the UN Global Compact.
- 1.4 The Principles shall be applicable to all companies forming part of Motherson and emphasize the fundamental principles shaping the corporate responsibility of Motherson with regard to its employees and contractors and provides a basis for its business relations and working environment within the group. Motherson group companies and employees are expected to comply with any specific local legislation in relation to

human rights that may be applicable to them and will reflect these Principles in their day-to-day operations. The Principles shall be approved at board level for each company of Motherson and adopted in letter and spirit by the management of the Motherson group.

2. COMMITTING TO THE HUMAN RIGHTS PRINCIPLES

2.1 Motherson respects the human rights of its employees and is committed to take appropriate measures to prevent, mitigate and where required redress human rights violations. The aim of Motherson is to provide good working conditions by ensuring application of its Code of Conduct. The below headlines emphasize the significant matters adopted by Motherson to ensure human rights and provide favourable work conditions.

2.2 No Child Labour

The dignity of a child must be protected and any kind of work that may prevent them from receiving education must not be conducted. Motherson abides by minimum employment ages of young workers in accordance with the ILO's labour standards and does not tolerate child labour in any form.

2.3 No Forced Labour

Motherson does not tolerate any forms of forced, bonded or compulsory labour, unlawful labour of any kind and all forms of modern slavery, including human trafficking, in accordance with labour standards of the ILO. Employment with Motherson is based on voluntary participation, and, unless voluntarily agreed to otherwise in writing between Motherson and an individual employee, the employees are free to terminate their employment contracts at any time within the period of notice set out under the applicable legislations.

2.4 Freedom of Expression

Motherson recognizes and always aims to maintain collaborative and constructive approach with representative bodies of employees to address and protect the interests of the employees.

2.5 No Discrimination or Harassment

Motherson does not tolerate any kind of harassment, discrimination or unwarranted disadvantage. Employees of Motherson must not be

disadvantaged, harassed or favoured on the grounds of their skin colour, nationality, language, ethnic or social origin, age, gender, religion, political or other beliefs, disability, or sexual orientation. Any form of harassment which occurs during, in respect of, or as a result of the work being carried out is not tolerated by Motherson. Equal treatment of all employees is one of Motherson's fundamental principles. Motherson allows employees to communicate openly with management regarding management practices without fear of retaliation, intimidation or harassment.

2.6 Health and Safety

Motherson complies with all applicable employment, occupational health and safety legislation, and industrial standards regarding its employees around the world. Protection and support of the employees' occupational health and safety is a fundamental priority for Motherson. In terms of security, attention is paid to keep all employees and visitors safe at all of the sites, and the appropriate measures are taken in accordance with applicable law.

2.7 Working Conditions

Motherson supports a healthy workplace environment considering a balance between the employees' professional and personal lives. Motherson values leisure, resting times, holidays and healthy life balance for all of its employees. Appropriate measures are developed to meet regional and national conditions, including child care arrangements. Motherson respects all applicable legislation in relation to working hours, minimum wages, overtime compensation, and legally mandated benefits. Motherson allows employees to communicate openly with management regarding working conditions without fear of retaliation, intimidation or harassment.

2.8 Equal Training and Education Opportunities

Motherson supports and delivers training and education programs to its employees in order to promote long-term employability on a high level. Focusing on the personal development of employees based on equal opportunities is also one of Motherson's essential principles.

2.9 Protection of Personal Data

Motherson maintains high data protection standards in accordance with the applicable legislation and international principles, in order to ensure that personal rights are protected in the best manner all around the world. It is ensured that any use of personal data complies with applicable legislation, and that the rights of the individuals are at all times respected.

2.10 Prevention of Corruption

Motherson operates with a zero-tolerance policy on bribery, extortion and corruption. Motherson expects its group companies, personnel and business partners to strictly comply with all applicable laws (e.g. inter alia the U.S. Foreign Corrupt Practices Act "FCPA", and the UK Bribery Act as amended from time to time), and to maintain the highest ethical standards of business conduct.

2.11 Environment

Motherson is committed to preserve the environment by minimizing negative environmental impacts, vehicle criteria and greenhouse gas emissions, by increasing energy efficiency in accordance with the United Nations Framework Convention on Climate Change. To promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies, Motherson supports the use of recycled and renewable materials and utilizes renewable energy in its manufacturing operations by considering the environmental performance.

3. IMPLEMENTING THE HUMAN RIGHTS PRINCIPLES

3.1 Motherson recognizes the requirements of the international principles referred in Section 1.3 of these Principles based on a human rights due

diligence process and will monitor effectiveness through such process, involving an internal analysis of implications within the business units by integrating the topic into its existing risk assessment system, in order to fulfil its duty of diligence with regard to human rights. Human rights due diligence process will assess actual and potential human rights impacts by consultation with potentially affected groups and other relevant stakeholders, will be integrating and acting upon the findings from impact assessments across relevant internal functions, tracking responses based

on appropriate qualitative and quantitative indicators, communicating how impacts are addressed externally. The process will identify, prevent, mitigate and account for how Motherson addresses human rights issues by building a solid and sustainable approach.

- 3.2 Motherson will work towards developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities where our companies are present.
- 3.3 Motherson expects the group companies to align their policies with these Principles, and its contractors, suppliers and other organisations with whom Motherson works to introduce comparable principles in their companies and to incorporate them into their company policies and to encourage and support the development of equivalent management systems to meet Human Rights principles.
- 3.4 These Principles will be reviewed periodically and updated to reflect the evolution of the human rights risk that may occur regarding the operations of Motherson group companies.