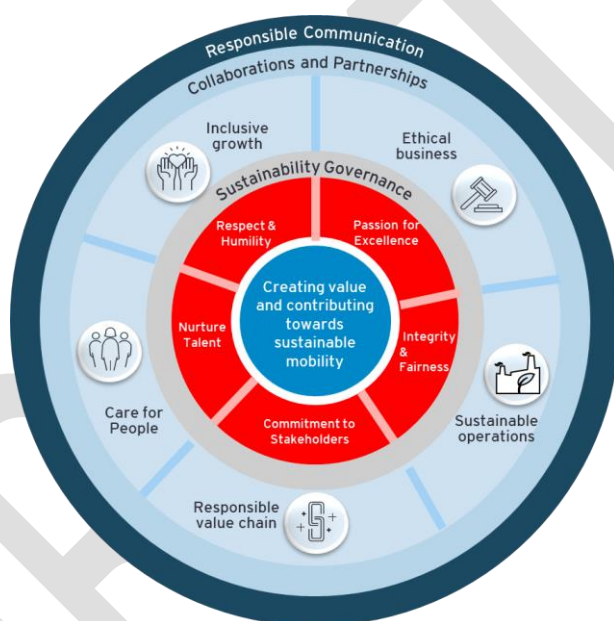


# SUSTAINABILITY POLICY

## INTRODUCTION

Minda Corporation Limited (“MCL”) is a leading automobile component manufacturer who is committed to creating value for all stakeholders by offering solutions that contribute towards sustainable mobility.

At the very core of that vision lies our Sustainability Policy that spells out Company’s philosophy and approach to manage various pillars of our sustainability framework viz. Ethical Business, Sustainable Operations, Responsible Value Chain, Care for People and Inclusive Growth. By incorporating sustainability principles into our day to day operations, we aim to minimize our impact on the



environment and maximize value for all our stakeholders.

## Scope

The policy shall be applicable to all units of MCL as well as its business partners responsible for the purpose of driving sustainability agenda forward. This policy is also supported by a series of existing policies, and the principles set out in this document are reflected in the existing policies and would be reflected in such other new policies that would be put in place from time to time, as relevant.

## Objectives

In order to demonstrate our approach towards sustainable growth, we commit to:

- Ensure compliance obligations with all applicable environment, labour and legal regulations and requirements including customer specific requirements;
- Define goals and implement management systems for effective planning, implementation and monitoring of sustainability initiatives;
- Optimise our operations to reduce consumption of resources and improve efficiency;
- Continually explore and implement initiatives that support water positivity, carbon neutrality and zero waste to landfill;

- Develop or deploy sustainable technologies in all our operations and undertake initiatives to promote greater environmental responsibility;
- Collaborate with supply chain partners to actively promote environment stewardship and social responsibility;
- To the extent possible encourage local sourcing and work with suppliers to raise their awareness on sustainability aspects;
- Promote safe and healthy working culture for our workforce, suppliers and other stakeholders;
- Respect fundamental human rights in our operations, our value chain, and in the communities where we operate and adhere to guidelines of Universal Declaration of Human Rights and International Labour Organization's (ILO) conventions;
- Promote professional and personal development activities to nurture employee's physical and mental well-being;
- Support inclusive environment with fair and equal treatment of all employees;
- Create impact in lives of community members by implementing Community Development Programmes in line with our CSR framework;
- Continually improve the way we work to ensure that our solutions and products delivered to customers exceed their expectations;
- Execute measures to maintain product safety in all processes extending from product design to production, sales, and after sales service;
- Ensure marketing and labelling of solutions are communicated responsibly and in accordance with applicable statutes;
- Strengthen existing governance structures, procedures and practices to ensure ethical conduct at all levels within MCL and promote adoption across the value chain;
- Establish mechanisms that avoids corruption and promotes fair market competition;
- Focus equally on financial and non-financial performance of the organization;
- Foster collaborations and partnerships with all stakeholder groups to deliver value to society at large;
- Continually create awareness and transparently communicate organization's sustainability performance.

### **Policy review and Amendments**

The policy will be owned by Sustainability Team who shall be responsible for making suitable amendments, if any, from time to time. The management commits to all the necessary resources required to meet the goals of corporate sustainability.

**Date:**

**Place:**



**Initial By:**  
**Praveen Kr. Karn**

**Approver's Signature**