HUMAN RIGHTS POLICY

We, at TVS Motor Company Limited (TVSM), are committed to protecting human rights and acknowledging our responsibility for conducting business ethically. We strive to contribute positively to human rights-related aspects.

The company strives to protect and promote human rights in accordance with national and international policy frameworks in consistent with International Labour Organization (ILO) regulations, Universal Declaration of Human Rights (UDHR), Principles of United National Global Compact and Sustainable Development Goals

We are committed to:

- Discouraging child labour, any forms of forced or compulsory labour including bonded labour, slavery and human trafficking in our own facilities and across the value chain.

- Ensuring a safe and healthy environment for our operations and our business partners throughout the value chain.

- Ensuring equal opportunity and non-discrimination based on gender, ethnicity, national origin, pregnancy, age, religion, political affiliation, marital status, disability, sexual orientation, or gender identification.

- Promoting an inclusive workplace that values diversity and inclusivity.

- Preventing against all forms of harassment in the workplace and cultivate an environment that allows for open communication with management without fear of reprisal.

- Respecting the right of employees to associate freely with and join organizations & associations of their own choice, seek representation, and bargain collectively, as permitted in accordance with applicable laws and regulations.

- Promoting healthy work-life balance for employees.

- Protecting the right to privacy by adhering to all relevant data protection regulations and guaranteeing the security of personal information.

- Complying to all rules and regulations against bribery, corruption, and money laundering.

This policy shall be reviewed annually or as needed to ensure it remains effective and compliant with relevant laws and regulations.

KN Radhakrishnan
Director &CEO,
TVS Motor Company Limited

Date:

Version: 0