

The MotherSON Group combines the power of innovation and product quality to create products that cater to customer needs across diverse industries throughout the world.

Our Supplier partners are critical to achieving the MotherSON vision to be a globally preferred solutions provider.

These guidelines, built on the fundamental principles of MotherSON, provide the minimum expectation of companies we collaborate with in the areas of business ethics, human rights, working conditions and environmental responsibilities.

## Business Ethics

**Material Sourcing:** All materials used in products supplied to MotherSON sourced in a responsible manner.

**Privacy:** Compliance with relevant privacy and information security laws and regulations to protect against data loss or unauthorized access or use.

**Anti-Corruption:** All forms of corruption such as bribery or extortion reported and worked against.

**Financial Responsibility:** Companies Financial reports expected to be compliant to necessary laws and standards.

**Anti-Trust:** Business conducted in a fair manner in accordance with all applicable laws and regulations relating to anti-trust or anti-competition.

**Conflict of Interest:** Companies expected to conduct business in a manner that avoids any appearance of impropriety.

**Sanctions:** Business conducted in compliance with any applicable restrictions on trade between certain companies, countries or individuals.

**Whistle blower:** Companies provide a mechanism by which concerns can be raised anonymously and without retaliation.

## Human Rights and Working Conditions

**Wages and benefits:** Compensation paid to employees shall comply with all applicable wage laws, including those related to minimum wages, overtime hours and legally mandated benefits.

**Working Hours:** Working hours shall comply with the applicable local laws.

**Child Labour:** Companies must ensure that workers are compliant with the minimum working age as set by legal regulations and local labour laws.

**Forced Labour:** Companies must not use any form of forced labour.

**Employee Association:** Employees should have the freedom to choose to associate with unions or workers councils, seek representation or bargain collectively in accordance with the local law.

**Harassment:** Companies should be free of any workplace harassment and foster an environment that allows open communication with Management without fear of reprisal.

**Health and Safety:** Companies are expected to provide an environment that is safe and healthy for the workers, meeting or exceeding local laws for occupational wellbeing.

**Non-Discrimination:** Companies should not tolerate discrimination in any form and should encourage equal opportunities for workers regardless of sex, ethnicity, national origin, pregnancy, age, religion, political affiliation, marital status, disability, sexual orientation or gender identification

## Environment

Companies are expected to support a proactive approach to environmental responsibility by protecting the environment, conserving natural resources and reducing the environmental footprint of their production, products and services.

**Air Quality:** Companies must ensure that emissions into the environment are minimized and to the extent possible, eliminated.

**Water Consumption:** Companies are expected to preserve water through minimizing, recycling or reusing water.

**Chemical Management:** Companies are expected to eliminate the use of restricted materials to ensure regulatory compliance.

**Hazardous materials:** Companies are expected, to the extent possible, to minimize use of any materials that have been deemed hazardous or harmful to persons, animals or the environment.

**Waste Management:** Companies are expected to support the sustainable, renewable or recycled material sourcing and actively participate in reusing or recycling waste product