

OCCUPATIONAL HEALTH AND SAFETY PRINCIPLES STATEMENT

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Adopted by the Board of Directors of Samvardhana Motherson International Limited
(formerly Motherson Sumi Systems Limited)
on May 19, 2023

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Occupational Health and Safety Principles Statement

PRINCIPLES

1. We at Motherson are committed to being a responsible employer, that contributes to the wellbeing of all our employees by providing a safe and healthy working environment and preventing work-related injuries and illnesses.

Motherson shall include and mean all the direct and indirect subsidiaries, associate companies, group companies, partnerships and joint ventures of Samvardhana Motherson International Limited.

2. The overall health experience encompasses good mental, physical and social health. We are committed to creating a safe work environment where everyone feels comfortable to act and speak freely and feels encouraged to seek help and support wherever required. We are also committed to preventing and mitigating workplace risks and hazards to the safety and health of all our employees.
3. This philosophy is followed by everyone within Motherson at all levels and incorporated into all initiatives which Motherson undertakes, and is also applicable to contractors, temporary associates and visitors.
4. We continue to maintain safety, occupational health and safety management systems across Motherson entities.
5. We continue to work to maintain legal and regulatory compliance with applicable standards in jurisdictions where we operate.
6. We continue to work closely with our employees, customers, suppliers, and other stakeholders to review and reduce risk as much as possible.
7. We are committed to continuously improving our health and safety management systems with the involvement of our colleagues and stakeholders by ensuring ongoing deployment of training and monitoring processes. These enhancements are measured by qualitative and quantitative objectives and targets with actions plans and prioritisation at a relevant level within Motherson that is consistent with the framework and principles of pertinent international standards and local needs.
8. We are confident that our comprehensive approach shall continue to improve the health and safety practices over the upcoming years and contribute to our success.