



Mahindra
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Policy on Human Rights in Economic Decision Making



Name of Document	Policy on Human Rights in Economic Decision Making
Version	02
State whether Policy/Code/ Manual/ Guideline	Policy
Group Level/ Sector Level (Specify which sector)	Mahindra and Mahindra Limited
Issuing Authority	Mr. Rajeev Dubey (President – Group HR, Corporate Services & After Market and Member of the Group Executive Board)
Owner of the document	Business Unit Head
Effective date of document	1 st April 2015
Release Date	1 st April 2015
Date of last review	31 st March 2015
Next review date	31 st March 2017
Version History	Version 01: Initial version dated May 2009 Version 02: Incorporated standard format. Version 03: Reviewed for updation

Background:

Mahindra & Mahindra Limited (M&M) holds dignity of the Individual very high in its corporate ethos and has highlighted it as one of its 'Core Values'. M&M is also a signatory to the UN Global Compact (UNGC) and our Chairman has been instrumental in introducing UNGC in India. UNGC has 10 principles and for its Human rights principles, it has adopted the ILO Convention. Hence, it is felt that M&M also adopts those principles of the ILO Convention that are relevant within the sphere of its influence and activities.

Moreover, the organization has decided to produce a sustainability report each year under the Global Reporting Initiative (GRI) framework and this policy is in line with the expectations of this framework.

Objectives:

This policy is framed to capture the Human Rights issues in the organisation's economic decision making process.

Policy:

1. All sectors / business units shall evaluate the following types of investment, from the Human Rights angle.

- Investment in new projects
- Entering into Joint Ventures or any form of business partnerships like appointing new dealers, empanelling a new vendor or supplier etc.
- Acquisition of existing businesses.



2. All formal agreements with such prospective business associates / partners must have clauses that endeavour to seek adherence to Human Rights.

3. If the prospective business is explored in a Country that has weak human rights laws, extra care must be taken to ensure that the business partner is particularly conscious of the Human Rights related adherences.

Note: Evaluation from the Human Rights angle would mean that the prospective business associate / partner endeavours to ensure

1. Freedom of association and effective recognition of the right to collective bargaining;
2. No form of forced or compulsory labour;
3. No form of child labour;
4. No discrimination in respect of employment, remuneration and occupation on basis of gender, caste, religion, nationality.

Policy adherence responsibility:

The responsibility of adherence of the above policy lies with the M&A head/Business Unit head.

General:

Formal agreements in respect to new businesses would be audited by the external auditors providing assurance for the Sustainability Report released by the company under the GRI framework.

Signature of the Issuing authority

Rajeev Dubey

President (Group HR, Corporate Services and After Market)
& Member of the Group Executive Board

Date 31/3/15

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