



ESCG Policy of JSW MG Motor India Pvt Ltd



ESCG Policy for JSW MG Motor

Purpose

The Environment, Social, CSR and Governance Policy at JSW MG Motor is designed to guide our commitment to sustainable and responsible growth. It establishes a strategic framework that integrates environmental stewardship, social impact, Corporate Social Responsibility (CSR), and robust Governance practices. Through this policy, we aim to accelerate the transition to clean mobility while ensuring ethical conduct, community engagement, and long-term value creation for all stakeholders.

Scope

This ESCG policy applies to all business operations and subsidiaries, value chain partners of JSW MG Motor across the lifecycle of vehicles—from design and manufacturing to distribution, service, and end-of-life management.

Policy Pillars

- **Environmental Stewardship-** To minimize environmental impacts and promote eco-efficient automotive manufacturing and mobility solutions:
 - ❖ Ensure regulatory Compliance
 - ❖ Net-zero emissions roadmap
 - ❖ Resource Conservation
 - ❖ Transition to green mobility through clean technologies
 - ❖ Renewable energy integration in manufacturing process
 - ❖ Efficient water and waste management
 - ❖ Battery recycling and second-life programs.
 - ❖ Review environmental targets on regular basis

- **Social Responsibility and Community Engagement-** To ensure inclusive, equitable, and respectful engagement with employees, customers, and communities:
 - ❖ Promote workforce diversity and inclusion
 - ❖ Work Life Balance and flexibility ensuring employee engagement at work and family front.
 - ❖ Employee engagement, development & retention.
 - ❖ Employee occupational health, safety, and well-being
 - ❖ Compliance with National and Human Rights & Labor Practices
 - ❖ Customer Responsibility
 - ❖ Non-Discrimination: Strict anti-harassment and anti-discrimination culture & ethos.
 - ❖ Sustainability awareness among employees, customers, investors and society by ensuring safe and motivated work environment, fostering a culture of volunteering towards community.

- **Corporate Social Responsibility (CSR)-** To contribute to societal development in areas aligned and engage in ethical and impactful CSR activities that align with business objectives.
 - ❖ Community Engagement
 - ❖ Educate girl child and women empowerment
 - ❖ Student enhancement, engagement and development program
 - ❖ Green mobility awareness campaigns
 - ❖ Promotion of Road Safety Rules
 - ❖ Preservation of Cultural Heritage
 - ❖ Water Conservation

- **Governance and Ethical Conduct-** To uphold the highest standards of governance and ethical behavior in all business dealings.
 - ❖ Continue to create and maintain trust with transparency and accountability with all our stakeholders.
 - ❖ Anti-corruption and ethical business conduct
 - ❖ Establish ESCG Committee within the Board to oversee ESCG strategy and performance.
 - ❖ Regularly review ESCG risks and opportunities at the board and executive levels.
 - ❖ Data privacy and cybersecurity.

Implementation and Monitoring

The policy outlines key elements under the ESCG pillars, while its execution will be guided by a comprehensive ESCG Charter. This Charter will detail the committee responsible for implementing the ESCG policy, including their roles and responsibilities, focus areas, and mechanisms for monitoring and review.