



EOHS POLICY

ZF Steering Gear (India) Limited is committed to fostering safe and healthy working conditions and protecting the environment across all our operations.

We recognize our responsibility toward our employees, contractors, visitors, and the surrounding community and strive to minimize our environmental footprint.

To fulfill these commitments, we shall:

1. Integrate **EOHS considerations** in planning, design and operations of all activities, products and services.
2. **Protect the environment** and ensure **safe and healthy working** conditions by eliminating or minimizing EOHS risks and preventing injury, ill health and pollution.
3. Comply with **applicable legal requirements and other requirements** subscribed to by the organization.
4. Take actions aligned with **the context of the organization**, considering **EOHS risks, opportunities** and **strategic direction**.
5. Identify and meet the **needs and expectations of interested parties** relevant to EOHS.
6. Optimize **resource consumption** and promote **energy conservation**.
7. Enhance **employee awareness, skill and competence** through continuous training and proactive communication.
8. Ensure effective **consultation and participation** of employees at all levels and functions.
9. **Continually improve** the EOHS Management System to enhance overall performance.

This policy is communicated within the organization, made available to interested parties and reviewed periodically to ensure continuing suitability.

Date: 01.11.2024

A handwritten signature in blue ink, consisting of a stylized 'Z' followed by a vertical line and a horizontal stroke.

Managing Director