7th Global Healthy Workplace Summit
Melbourne 2019

Dr Shriniket Mishra
Dr Rajat Kumar Saha
The Story of Hero

World’s leading 2 wheeler manufacturer

Our Vision is to deliver efficient mobility to present & future generations through innovation & inclusiveness

DON'T DREAM IF YOU CAN'T FULFILL YOUR DREAMS
- Dr Brijmohan Lall Munjal Founder & Chairman Emeritus (1st July 1923 to 1st November 2015)

1 Global leader in two-wheelers

18 Years & still leading

9.1 Million units annual production capacity

38 Countries including Asia, Africa, South & Central America

33 Thousand global workforce

75 Million+ satisfied customers across globe
Network in India

- Global Parts Center, Neemrana
- Neemrana Plant, Rajasthan
- Haridwar Plant, Uttarakhand
- Gurgaon Plant, Haryana
- Dharuhera Plant, Haryana
- Vadodara Plant, Gujarat
- Upcoming Plant in Andhra Pradesh
- Corporate Office, New Delhi
- 5 Zonal Offices
- Regional Offices

6500+ Customer touch points
Global footprint

- 5 Manufacturing Plants & CIT (R&D Centre) in India
- 6th Plant will be operational by FY20

- Hero Tech Center Germany started in FY19

- 1st Overseas Plant at Columbia started in FY16
- 2nd Overseas Plant at Bangladesh started in FY18
Leadership is not about a title or designation; it’s about vision & responsibility

OHS policy- We are committed to health & safety of employees & other persons who may be affected by its operations. We believe healthy & safe work practices lead to better business performance, motivated workforce & higher productivity. We shall create a health & safety culture in Organisation by:

- Integrating safety & health matters in all our activities
- Empowering employees to ensure health & safety in their respective workplaces
- Promoting safety & health awareness amongst employees, suppliers & contractors
- Ensuring compliance with all applicable legislative requirements
- Continual improvement in health & safety performance through precautions, participation & training of employees

“Our aim is to promote & protect health of employees by focusing on preventive healthcare (by modern & traditional medicine methods), implementation of best practices, prevention of occupational health issues, preventing lifestyle diseases, improving mental health & staying fit & healthy”
New Year 2019 Communication to all employees

Dr Pawan Munjal
Chairman, Managing Director & CEO

Dear Heroes,

Sitting in my car as it crawls through the holiday traffic and the un-breathable air in Delhi, I have some much needed time to reflect upon the year 2018; especially how the world has changed over the course of the past 12 months.

Looking out of the window, I wondered about the implications of just one year on planet earth in the context of the whole Universe! I have been thinking about this since the recent announcement by NASA that its Voyager-2 has left the solar system to enter into interstellar space on November 5th, 2018. Launched on August 20th, 1977, the Voyager-2 took 41 years to become the second human artefact to leave our solar system to drift among the stars, and to take a ‘Grand Tour’ of Jupiter, Saturn, Uranus, and Neptune before entering the interstellar space. Having travelled about 18 billion kilometers, it is now only the second spacecraft to leave the solar system.

Moving on from business, I urge you all to make your health a priority for you and your loved ones. Spend more time with your family, and spend time with friends in the real world, not the virtual world.

Wishing you and your families good health, success, prosperity, peace and more love in the New Year.

Be the Hero of your Story!

Best,
Pawan

Wishing you and your families good health, success, prosperity, peace and more love in the New Year.
Be the Hero of your Story!
Best,
Pawan
Senior leadership is committed to employee health and wellness.

Senior leaders are directly involved in developing as well as participating in wellness activities.

(TPM committee model)
Worker Involvement

Consultation & Participation

Appreciation & recognition

Satisfaction

Collective means of expression (Registered worker union)

Integration into Sustainability Pillar

Cross Functional Teams

- Health safety committee, HR
- TPM committee
- Canteen Committee
- CFT for ZWL
- CFT for Greenco
- Location Internal Committee
- Biomedical Management Committee
- Fitness Club
- Sports Club
- Knowledge club
- Social volunteer club
- Culture club
- OSHPAC
- TEI

Integration into Sustainability Pillar

• Organisation has health committees with representation from all sections of employees supervised by senior leaders
We’re Pledged

Holistic Wellbeing @ Hero

Physical Health

Mental & Spiritual Health

Healthy lifestyle

Community involvement
We respect & protect human rights & labour rights of workers
• Compliance to 15 Acts
• Compliance to 18 Rules, Regulations & Standards

We enforce Occupational health & safety codes/ laws
• Compliance to 3 Acts
• Compliance to 3 Rules

RESPECT FOR HUMAN RIGHTS

As a socially responsible organisation, Hero MotoCorp is committed to protect and safeguard human rights. Our Company has put in place a code of conduct and we expect our stakeholders to adhere and uphold the standards contained therein.

Further, we are committed to preventing human rights abuses like child labour and forced/ compulsory labour, sexual harassment, etc. at all our operations.
Synergizing our Global Strategy

Global Health & Wellness Strategy

Holistic Wellbeing Framework
From Wellness to Well-Being

Hero Well Contest Themes

Physical Challenges
- Single leg stance challenge
- Plank Challenge
- Grip Challenge

Information Challenges
- Myth Breaker theme
- Indoor plants and their effect on health
- Boosting the immune system

Learning Challenges
- Digital Detox
- Zero calorie foods
- Health tip of the month

Transformation Challenges
- Hero weight loss challenge

The Hero Wellness Principles:
- Motivation
- Inspiration
- Sustenance
- Holistic
- Vision

Wellness to Wellbeing at HERO

Measurable objectives
- Physical Wellness
  1. 5% decrease in general illness cases
  2. No of “New Cases” in health camps
- Mental Wellness
  1. No of participants in Yoga Classes
  2. Health skill development
  3. Motivation through Wellness Contests
  4. Inspiration through “Hall Of Fame” & “Wellness Wall”
- Financial Wellness
  1. Tie up with Clinic centres
  2. Endowment of Hospitals
  3. Facilitation of Mediclaim Process
- Health Monitoring
  1. Periodic Health Examinations
  2. Vasectomy Certificate assessment
  3. Pre Employment Examinations
Embedding wellness into physical health environment

- Hazard identification & risk assessment
- Food safety surveys
- Walk through surveys
- Ergonomic survey, interventions
- Industrial hygiene
- Biological monitoring
- Emergency preparedness

Risk control measures:
- Eliminate, Substitute, Engineering, Administrative, Personal protection

- Anti-fatigue mats at shop floor
- Mechanical manipulator for lifting
- Problem: Lifting of engine above shoulder height
- Initial modification plan: Shifting of engine stack height
**Addressing personal health resources, wellbeing & supporting healthy lifestyles**

### Hero Corporate Wellness Program

<table>
<thead>
<tr>
<th><strong>Purpose:</strong></th>
<th><strong>Objective:</strong></th>
</tr>
</thead>
</table>
| • Create an integrated wellness solution,  
• enhance employee experience,  
• increase employee productivity by investing in their physical, emotional & mental fitness | • Enhance personal effectiveness to improve overall health,  
• Improve company’s bottom-line  
• Integrate various wellness initiatives  
• Reduce health risks of employees |

**Benefits:**

- Access tele-counselling 365*24*7 & e-counselling through hotline number & e-mail ID: [wellness@heromotocorp.com](mailto:wellness@heromotocorp.com)
- Access service of counsellors, extended to employee dependents
- Access dietician services through app & physical interaction
- Attend fitness sessions

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**Healthy Heroes - Get Better sleep-naturally**

*Dr. Shriniket Mishra*

Get Better sleep-naturally

The world looks very different at 3 a.m. when you’re lying in bed staring at the ceiling or the clock. “How will I make it through tomorrow without any sleep?” you worry. You may wonder how to sleep better every night. If you regularly can’t get to sleep — or stay asleep — and it’s affecting you during the day, then you may have insomnia.

Prescription or over-the-counter sleep aids can help you drift off, but these drugs also have side effects. These include morning drowsiness, which can

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**App based tele-counselling**

**E-newsletter on Health & Wellness**
We’re determined

Aligned programmes
- Health & wellness portal
- Fun @ workplace
- Team celebration
- Gymnasium
- Standing workstations
- Alternate Medical Therapy
- Role play, Audio Visuals, skits
- Walkathon, Marathon, Impact League

Subsidised cafeteria
Nutrition challenge
Healthy choices
Vending machines
Meal coupons
FSSAI Orange book
Digital calorie display
Modern food processors
Healthy Pot Luck

Nutritional Wellness

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Ensuring aligned psychosocial work environment

**Organisation of work:**
- Hay’s Training on Job Description & job clarity
- Training on Leadership & Communication
- POSH program in workplace
- Reward & recognition program

**Work Life Balance:**
- Support Counselling, discussion forums & platform, Nutrition counselling, family meets, health programs, guided meditation, Spiritual Art of Living, fitness & yoga videos, telemedicine, Emergency health assistance helpline

**Work Culture:**
- Awareness Training on gender diversity & inclusiveness
- Team capacity building programme
- Team leadership programme

**Employee growth & development:**
- Employee health assistance programme for supporting mental health
- Survey & e-interaction platform - *hyphen*
Employee Assistance Programme

Hyphen- Be heard @ work

Diverse, inclusive Workforce

Achievers’ platform-
Survey & e-interaction

Leadership programmes- i-LEAD, Emerging leaders Program, Future Leaders Program, Women in leadership

Capability building Program- SAKSHAM 360 ° feedback, Out Bound Training, Excellarator

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Specialised Health Programmes (Health Promotion) @ Hero

Targeted health programs for susceptible workforce through proper health risk assessment, hazard mapping, risk mitigation plan

- Smoking Cessation programme
- De-addiction drives
- HIV AIDS Awareness programme
- Lifestyle modification programmes for control of NCDs (Hypertension, Diabetes, Dyslipidaemia, Obesity etc)
- Counselling sessions- Nutrition, exercise, de-addiction, weight control, destress
- Vaccination programme for employees, health-care providers, food handlers
- Regular Health examination- Annual health examination
- Health Advisory during epidemic outbreak risk
- Health talks, health tips, awareness sessions
- Hearing conservation programme
- Lung conservation programme
- Vision conservation programme
- Stress Management programmes
- Voluntary Blood Donation Camps
  (1700 units donated in a single day by Hero employees on 2nd July 2019)
Extended Healthcare Services

- Free medications
- Basic diagnostics
- Super-specialty Clinic OPDs
- Alternate medical therapy - Acupressure, electro-acupuncture
- Health, welfare screening camps for families & community
- Vaccines for families
- Deworming program for employees
- Foreign travel medical assistance through International SOS
- First Responder Training
- Mediclaim for all regular employees, ESI cover for contractuals,
- Social security - GPA, Life Insurance
- Sports, family meets
- Free ambulance services
- Creches at workplace

Health Protection

- Workplace injury management
- Ergonomic interventions
- Health & Safety Training
- Enhancing safety & integrating with Occupational Health
- Health of Work environment, Toxicology, Biological Monitoring
"We must do something for the community from whose land we generate our wealth."

Dr. Brijmohan Lall Munjal
(Chairman Emeritus)
## CSR Programmes and their project components

<table>
<thead>
<tr>
<th>Programme focus</th>
<th>Project components</th>
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</thead>
<tbody>
<tr>
<td><strong>GREENER</strong></td>
<td></td>
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<tr>
<td><strong>Environment</strong></td>
<td>Tree Plantation</td>
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<td></td>
<td>Water conservation</td>
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<td></td>
<td>Solar lights</td>
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<td></td>
<td>LED lights</td>
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<td></td>
<td>Sanitation</td>
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<td></td>
<td>Forest conservation</td>
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<td><strong>SAFER</strong></td>
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<td><strong>Road Safety</strong></td>
<td>Road Safety Training Parks</td>
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<td>Road Safety Clubs</td>
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<td></td>
<td>Mass awareness campaigns</td>
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<tr>
<td><strong>EQUITABLE</strong></td>
<td></td>
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<tr>
<td><strong>Education</strong></td>
<td>Digital Education</td>
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<td></td>
<td>infrastructure</td>
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<td></td>
<td>Remedial classes</td>
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<td></td>
<td>Science education</td>
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<td></td>
<td>Career Counselling</td>
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<td></td>
<td>Scholarships</td>
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<tr>
<td><strong>Women Empowerment</strong></td>
<td>Livelihood Skills</td>
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<td></td>
<td>Riding skills</td>
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<td>Self Help Groups</td>
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<td></td>
<td>Entrepreneurship skills</td>
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<td></td>
<td>Safety</td>
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<tr>
<td><strong>Specially-abled</strong></td>
<td>Livelihood Skills</td>
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<td></td>
<td>Surgeries and Direct aids distribution</td>
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<td></td>
<td>Para athletes</td>
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<tr>
<td><strong>Sports</strong></td>
<td>Sports infrastructure at grassroots</td>
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<td></td>
<td>Support rural sports</td>
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<td>Support to regional players</td>
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<td></td>
<td>Support to sports associations</td>
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<td></td>
<td>Support to Para athletes</td>
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<tr>
<td><strong>Community</strong></td>
<td>Mobile medical vans</td>
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<td></td>
<td>AIIMS vision centre + eye care van</td>
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<td></td>
<td>Self-help groups</td>
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<td></td>
<td>Support to orphanages</td>
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<td></td>
<td>Aid for natural calamities</td>
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<td>Water wheels</td>
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</tbody>
</table>
Volunteering community involvement

5 Principle Flagship Programmes

Community Care
Programmes to support Community Development

Happy Earth
Programmes on Green and Clean India

Ride Safe India
Programmes on Road Safety

E²
Programmes to Improve School Infrastructure and Quality of Education

Pari
Programmes on Girl Child Empowerment and Education

Some of the projects under the 5 programmes......

Comprehensive outreach eye care services in community through Satellite Vision Centre in association with AIIMS Delhi

Neuro-behavioral health screening programme for community though Richmond Fellowship Society Delhi

Multi-specialty screening health camps for community

Community based Public Health Programming

Project Arogya- Mobile Medical Van in community

Healthcare & Sanitation project for schools

Physical aids donation camp for differently abled in community
Community development programmes

Some of the projects under the 5 programmes ......

Infrastructure Development and Water Conservation
We selected around 100 backward villages in Alwar, Jaipur. Rajasthan.

Drinking water facilities
We have installed RO water treatment plants in Haryana, benefiting around 500 villages.

Namami Gange
A series of awareness sessions and campaigns on cleaning and rejuvenating the River Ganga were organized to support the project.

Project Jal Hi Jeevan Hai
Under the scheme of Mukhyamantri Jal Swavlamban Yojana, we excavated an existing pond in Neemrana, Rajasthan and increased its water holding capacity by 60,000 litres.

Rain water harvesting

Shakti Pari
With State Police force

Road Safety Programme

Children education projects for CRY

Project SAKHI- women empowerment & women safety

Project SHAKSHAM & SHIKSHA- Tab labs & Smart classes in villages

EK PAHAL- teaching women 2 wheeler riding

JEEVIKA- graduation ceremony, skilling women

2W CHAMP- India’s Champion Technician- Skill Assessment, skill development program

Water wheels
To have a Greener, Safer and Equitable World

- Green roof top over Manufacturing Plants
- Roof top Solar Panels
- Garden Factory at Neemrana manufacturing Happiness
- Hero Green Drive
- Zero Waste to Landfill Program
- Project Greenco- ban single use plastics
- Minimization of Carbon footprint-reduction of emissions

- Hero LED & Solar Street Light- AARUSH Project

- Approx. 4000 KWH of power saved in 1 hour by 5 Plants this year

- Hero MotoCorp enters Asia & India Book of Records for “Maximum families participating in Tree Plantation Drive” - 0.21 million trees planted by 35000 families in 10 minutes on 21st July 2019 at Dehradun
**When Numbers Speak Volumes**

*Continuous Improvement: Evaluation & Outcome*

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### NCD CONTROL

<table>
<thead>
<tr>
<th>Year</th>
<th>Diabetes</th>
<th>Hypertension</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-16</td>
<td>7.27%</td>
<td>2.92%</td>
</tr>
<tr>
<td>2016-17</td>
<td>6.50%</td>
<td>2.48%</td>
</tr>
<tr>
<td>2017-18</td>
<td>4.70%</td>
<td>2.30%</td>
</tr>
</tbody>
</table>

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### Health Risk Biometrics Assessed (mean parameters at Hero)

- **Body Mass Index (BMI)** (kg/sq m):
  - 2015-16: 25.7
  - 2016-17: 155
  - 2017-18: 124

- **Triglycerides** (mg/dl):
  - 2015-16: 84
  - 2016-17: 95

- **Systolic blood pressure** (mm Hg):
  - 2015-16: 25.7
  - 2016-17: 155
  - 2017-18: 124

- **Diastolic blood pressure** (mm Hg):
  - 2015-16: 84
  - 2016-17: 95

- **Blood sugar** (mg/dl):
  - 2015-16: 0.00%
  - 2016-17: 5.00%
  - 2017-18: 10.00%

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### Health behavior data assessed at Hero yr 2017-18, 2018-19

- **Employees smokers/ tobacco users**: 14.10% (Pre), 15.80% (Post)
- **Employees who report feeling overwhelmed or under high levels of stress**: 3% (Pre), 4% (Post)
- **Employees who report difficulty sleeping**: 3% (Pre), 2% (Post)
- **Employees who are overweight or obese**: 13% (Pre), 15% (Post)
- **Employees who exercise regularly (for example 3-5 times per week)**: 55% (Post)
- **Smokers/tobacco users who successfully quit and remained tobacco free for 6 months**: 3% (Pre), 2% (Post)
- **Smokers/tobacco users who successfully quit metabolic syndrome**: 3.50% (Pre), 3.50% (Post)

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*7th Global Healthy Workplace Summit, Melbourne 2019*
Specific Intervention Programmes at Workplace

**Scope** - Ergonomic intervention to eliminate manual lifting of automobile engine

**Objective** - To modify assessed NIOSH Lifting index to below 1

**Activity studied** - Engine mounting on frame body studies in Jan 2017

<table>
<thead>
<tr>
<th>LI before intervention</th>
<th>LI post intervention</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1</td>
<td>0.7</td>
</tr>
</tbody>
</table>

**Intervention methodology** - Ergonomic assessment & action plan for implementation of installation of mechanical manipulator

**Study Parameters**

<table>
<thead>
<tr>
<th>Study Parameters</th>
<th>Pre intervention</th>
<th>Post intervention achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Fitness Score</td>
<td>less than 70</td>
<td>more than 70</td>
</tr>
<tr>
<td>BMI</td>
<td>26.4</td>
<td>25.8</td>
</tr>
<tr>
<td>Employees who exercise regularly</td>
<td>50%</td>
<td>55%</td>
</tr>
</tbody>
</table>

**Objective** - To increase mean fitness score above 70, thus reducing NCD risk

**Scope** - To include all employees for improvement of physical fitness

**Study indicators** - Pre & post intervention Fitness score of participants

**Intervention methodology** - Lifestyle modification, health & wellness activities (yoga, nutrition, aerobics, Zumba) for controlling body mass index, percent body fat, waist hip ratio
**Specific Health Intervention Programmes in Community**

**Program: Comprehensive outreach eye care services in community through Satellite Vision Centre**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Total planned (2018-19)</th>
<th>Total achieved (2018-19)</th>
</tr>
</thead>
<tbody>
<tr>
<td>OPD patient registration</td>
<td>3000</td>
<td>2631</td>
</tr>
<tr>
<td>Refraction testing</td>
<td>1200</td>
<td>917</td>
</tr>
<tr>
<td>Cataract reporting</td>
<td>400</td>
<td>168</td>
</tr>
<tr>
<td>Cataract surgery</td>
<td>200</td>
<td>137</td>
</tr>
<tr>
<td>Diabetic Retinopathy camps</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>Cataract screening camps</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>

**Mental health assessment indicators (3 yrs trend)**

- **Depressive disorder**
  - 2017-18: 10%
  - 2016-17: 11%
  - 2015-16: 13%

- **Obsessive Compulsive Disorder**
  - 2017-18: 10%
  - 2016-17: 12%
  - 2015-16: 15%

- **Schizophrenia**
  - 2017-18: 5%
  - 2016-17: 7%
  - 2015-16: 12%

- **Dementia disorders including Alzheimer’s**
  - 2017-18: 3%
  - 2016-17: 4%
  - 2015-16: 5%

- **Migraine & related neural**
  - 2017-18: 10%
  - 2016-17: 12%
  - 2015-16: 20%

- **Convulsive disorders**
  - 2017-18: 10%
  - 2016-17: 10%
  - 2015-16: 10%

**Program: Neurobehavioral health screening programme for community**
A BILLION HEROES. A NEW HEARTBEAT.

Deeds of Heroes in CSR

- 7.6 million litres of water storage capacity enhanced in village ponds and check dams
- 1,400+ toilets and sanitation facilities built in 150+ government schools
- 2 Million trees planted with a survival rate of 90%
- 500,000 seed ball plantation carried out in a single day
- 35,000+ families planted 210,000 trees in 10 minutes - registered in India and Asia Book of records
- 100,000+ LED bulbs put up in 300+ villages saving 30 million units of electricity annually
- 14,000+ Solar street lights put up in 250 villages
- 5,00,000+ participants in various Road Safety initiatives
- 8 Road Safety Training Parks in a country
- Special tie up with AIIMS helped in eye care for 3500 patients annually

- 150 million + views of various Hero CSR awareness films across media
- 1150 Road Safety Clubs in schools
- 300,000 + Students of Government School supported for better education through infrastructure and soft interventions
- 150 + government schools transformed into model school with state of art facilities
- 21,000+ women skilled & empowered, 65% got employed or self employed
- 4,000+ Girls provided with Two wheeler riding training
- 2,000+ Athletes being supported including various para athletes of India
- 6,000+ Specially abled people benefited from various Hero CSR initiatives including surgeries.
- 300,000+ people got benefited for primary health care through mobile medical vans
Fostering innovation:

- Digital Integration
- Mobile Technology
- Dedicated health wellness portal

Changes call for innovation & innovation leads to progress

- Health Risk Assessment
- Store your Health records
- Track your vitals
- Medication tracker
Our Global Sustainability Vision

“We at Hero MotoCorp firmly believe that our employees are our most valuable assets and fundamental drivers of our growth. Our people are our competitive advantage and the reason for our sustained success. We hire the best talent and then we nurture and support each one of them and provide them with an environment that is conducive for innovation and continuous improvement so that they grow and so does Hero.”

Vijay Sethi
Chief Information Officer,
Head - Corporate Social Responsibility
Head - Human Resource
For a Better Tomorrow
Certifications, Accolades: Recognition is the greatest Motivator

- **IMS & related Certifications**
  - ISO 18001
  - ISO 45001
  - ISO 50001
  - ISO 9001
  - ISO 14001
  - FSSAI

- **Health & Wellness Accolades**
  - 5th IHW Gold Award 2018 for innovation in Health & Wellness
  - Arogya World Gold Award 2017
  - OSH India Award 2018 for Occupational Health innovation & implementation
  - Arogya World Platinum Award 2018

- **Awards in CSR, Environment, Process**
  - TPM Excellence
  - TPM Consistency
  - Excellence in Environment Management CII Award
  - Excellence in CSR from CII
  - Mahatma Award 2019 to CSR
  - Diamond Award for highest CSR contribution
  - FICCI Road Safety Award
  - Best Green Excellence-Sustainability by Economics Times Now
  - Highest rating certificate ET4Good by Economic Times & KPMG
  - Commendable work as CSR Company by FICCI
  - IDMA Digital Media Award to Hamari Pari
  - Global CSR Award for excellence in 5 pillars of CSR
Prominent Awards

- Honorary Doctorates from SMVD, Katra & NIT, Kurukshetra - 2018
- Indian MNC of the Year’ Award - 2017
- TIME INDIA ‘Manufacturing Innovator of the Year’ – 2016
- 2-Wheeler Manufacturer of the Year Award at CNBC Awards - 2015
- Business Leader of the Year Award - 2013
- Bike Maker of the Year Award - 2013

2017 - TIME INDIA ‘Manufacturing Innovator of the Year’

2016 - TIME INDIA ‘Manufacturing Innovator of the Year’

2013 - Bike Maker of the Year Award

2013 - Business Leader of the Year Award

2015 - 2-Wheeler Manufacturer of the Year Award at CNBC Awards

2018 - Honorary Doctorates from SMVD, Katra & NIT, Kurukshetra
<table>
<thead>
<tr>
<th>Criteria</th>
<th>Hero MotoCorp Health Programmes &amp; values aligned to the criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership commitment &amp; engagement</td>
<td>OHS &amp; related policy roll out by Company MD; transparent communication about globally standardised goals &amp; objectives of policies to all employees through dedicated portal &amp; resources with active participation</td>
</tr>
<tr>
<td>Worker involvement</td>
<td>Health safety committee, HR, TPM committee, Canteen Committee, Cross Functional Team for Zero Waste to Landfill, CFT for Greenco, Location Internal Committee for prevention of sexual harassment, Biomedical Management Committee, Fitness Club, Sports Club, Knowledge club, Social volunteer club, Culture club, Occupational Safety &amp; Health performance appraisal committee (OSHPAC), Total employee involvement (TEI), Registered employee union</td>
</tr>
<tr>
<td>Business ethics &amp; legality</td>
<td>Compliance to regulations of relevant laws &amp; codes to protect human rights &amp; labour rights of our workers</td>
</tr>
<tr>
<td>Sustainability &amp; integration</td>
<td>Integration of health programmes on vertical &amp; horizontal deployment with UN SDG 17 to achieve global sustainability targets; HATS 2020 to transform to ambitious targets 2030.</td>
</tr>
<tr>
<td>Continuous improvement</td>
<td>Scientific assessment of indicators, evidence based needs assessment through global metrics, plan of action with global KRA &amp; vital tools like Management review &amp; internal, external feedback are some of the features contributing to continuous improvement</td>
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<tr>
<td>Innovation</td>
<td>Hero Health &amp; Wellness portal to capture &amp; analyse data globally across all locations. Health &amp; wellbeing strategy linked to global SDG 17 goals. Use of digital interface &amp; mobile technology for data management &amp; feedback</td>
</tr>
<tr>
<td>Replicability</td>
<td>Replicable across global locations with horizontal deployment</td>
</tr>
</tbody>
</table>
Dream is not what you see in sleep, it is the thing which doesn’t let you sleep.
For You. For Life. For Earth.

we care

For You. For Life. For Earth.