



EOHS POLICY

ZF Steering Gear India Ltd is committed to provide a Safe and Healthy Work Environment for its employees and all the people visiting or working on our site.

We are equally committed to the protection and preservation of the environment and minimizing our effect on it.

To achieve this, we shall:

1. Integrate **EOHS considerations** at planning and operational stages of our activities, products and services.
2. Be committed to **protect the environment** and **provide safe and healthy working conditions** by implementing operational processes to eliminate/minimize, prevent environmental impact and OHS Risk.
3. Comply with all **applicable legal, other requirements** as subscribed by the organization.
4. Take actions with regard to **context of the organization** and to the specific nature of its **EOHS risks and opportunities**.
5. Understand **interested parties needs and expectations** with respect to EOHS and comply to them appropriately.
6. **Optimize consumption of resources** and energy conservation.
7. **Enhance awareness, skill and competence** of employees through on-going training and pro-active communication.
8. **Consultation and Participation** of employees at all applicable levels and functions.
9. **Continually Improve** in EOHS Management system performance with efforts for prevention of pollution, occupational ill, health and incidents.

We shall be communicating our EOHS Policy to all persons working for or on behalf of the Organization.

Date: 01.08.2019

A handwritten signature in blue ink, consisting of a stylized 'Z' followed by a series of loops and a final horizontal stroke.

Managing Director