

## Environment, Health and Safety Policy

Indofil is committed to protecting the environment, preserving the occupational health and safety of our employees, contractors, and all stakeholders. Our continual aim is to ensure safe operations in our value chain. We consider environmental protection, occupational health, and safety of workforce as fundamental management concerns. Indofil is responsible for continually improving all aspects in which we operate, including “ecology and society”, by creating a better tomorrow with sustainable vision.

- We shall take necessary steps to comply with the prevailing relevant legal and other applicable requirements.
- We believe in an inter-dependent culture where safety is considered a core value and employees are empowered to demonstrate behavior that never compromises on occupational health, safety, and environmental protection.
- We shall use and maintain equipments, systems, and procedures to provide a safe workplace to our employees, contractors, and other interested parties. It is believed that safe work procedures are an incentive for better performance & productivity.
- The managers and supervisors have a special obligation to keep employees informed and educated about environmental protection, health, and safety by imparting On-the-job & Off-the-job trainings, toolbox talk (TBT) meetings and involving appropriate members and teams of the extended organization in discussions.
- We shall provide a framework for setting up objectives and targets for monitoring and improving the environment, occupational health & safety performance of the organization at all relevant levels.
- We shall strive to drive Zero Harm culture. At all levels relevant EHS roles and responsibilities shall be set as key performance indicators, which shall be considered as a key element for career growth.
- We shall encourage employee involvement & participation in EHS improvement through Behavior Based Safety program, EHS concern, near-miss & incidence reporting, safety committee meetings etc.
- We shall implement Process Safety Management (PSM) approach to evaluate processes to ensure manufacturing processes are inherently safe, to prevent any catastrophic incidents.
- We shall promote continual improvement in Environment, Health and Safety aspects through HIRA, PRA, HAZOP, JSA, PSSR, EHS Audits, Inspections, Incidence Investigation, EHS Reviews and other relevant studies carried out to achieve sustainable improvement.
- We shall partner with customers, contractors, suppliers, transporters, and other interested parties with consideration for safe and environmentally responsible organization.
- We shall integrate environment, occupational health and safety considerations at the planning, design, purchase, operations, maintenance, and disposal stage.
- We shall maintain all our sites to provide a safe & healthy environment for our employees, contractors, visitors, and neighboring communities.
- Management will take necessary disciplinary action for violation of statutory provisions on EHS as well as the rules, guidelines, standard operating procedures, or work instructions framed for the purpose.
- We shall conserve natural resources, energy efficiency and minimize waste from operations and prevent pollution and thus strive for sustainable development.

It is the responsibility of our senior leaders to ensure this policy is understood and effectively communicated and implemented throughout Indofil. All employees are responsible for understanding the impacts of this policy on their day-to-day work practices and are expected to apply and support the principles stated above.



**Dr. Bina Modi**  
Chief Executive Officer & CMD