



# ENVIRONMENT, HEALTH & SAFETY POLICY

**We, at MRF Limited are committed to conducting our business with the key focus on minimizing the environmental impact of our operations and ensuring the safety and well-being of all our employees and stake holders.**

**To achieve this objective, we shall:**

- Comply with all applicable legal and other requirements relevant to Environment, Health and Safety (EHS)
- Provide safe and healthy working conditions by eliminating hazards and reducing Occupational Health and Safety risks with focus towards zero injuries and ill-health
- Protect the environment by ensuring efficient use of resources, reduction of emissions and minimizing wastage
- Promote continual improvement of EHS management system and enhance EHS performance by adopting best practices
- Encourage open communication, learning and sharing of EHS knowledge in developing employee competence
- Instill a positive work culture through effective communication, consultation and participation with employees and imbibe EHS as a value system

All our offices and manufacturing units shall adhere to this policy.

**(K.M. Mammen)**  
**Chairman & Managing Director**

Date: 21<sup>st</sup> June, 2019



## ENVIRONMENT HEALTH AND SAFETY (EHS) POLICY CHARTER

### Comply with all applicable Legal and other requirements relevant to EHS by

- Staying up to date on laws and regulations
- Maintaining Legal Register and conducting regular reviews
- Providing a resume of Health & Safety performance in the Annual report

### Provide Safe and healthy working conditions by eliminating hazards and reducing Occupational Health and Safety risks with focus towards zero injuries and ill-health

- Providing required organizational set up with clearly defined roles and responsibilities of employees at different levels including Contractors, Sub-Contractors, Transporters and any other stakeholders as applicable
- Integrating EHS requirements in all decisions for procuring equipment, plant, machinery and material as well as for the selection and placement of personnel
- Adopting the principles of inherent safety & ergonomics as far as practicably possible, proactive approach to control risks in operations, providing good quality Personal Protective Equipment (PPE) appropriate to the activity and following the best practices to handle Chemicals & Biological substances in a safe and environmentally sound manner
- Following systematic Investigation procedure to learn from Incidents and take appropriate actions to prevent them
- Maintaining adequate Fire prevention and Fire protection equipment
- Ensuring preparedness to handle Emergencies by training our employees and conducting Mock drills on various scenarios

### Protect the environment by ensuring efficient use of resources, reduction of emissions and minimizing wastage

- Prevent pollution by maintaining Water quality, Air quality & Soil Quality standards and Noise emission levels within the stipulated limits
- Taking appropriate action to reduce Green House Gas (GHG) emission, Energy consumption, Water consumption and Waste generation. Wherever feasible adopt 'Reduce, Reuse, Recycle, Recover – 4R' principle
- Optimum utilization of Renewable Energy and alternative fuels
- Responsible sourcing of raw material
- Taking appropriate actions to preserve Bio diversity, optimize Land use & De forestation and promote Animal welfare
- Taking appropriate actions towards De carbonization

### Promote continual improvement of EHS management system and enhance EHS performance by adopting best practices

- Evaluate EHS performance through Audits and Risk Assessments and continually improve
- Adopt latest technologies

### Encourage open communication, learning and sharing of EHS knowledge in developing employee competence

- Using electronic medias, notice boards and other suitable means to communicate
- Conducting training programmes and obtain feed back

### Instill a positive work culture through effective communication, consultation and participation with employees and imbibe EHS as a value system

Arun Mammen

(Occupier – As per Factories Rules)

03.01.2024