

ENVIRONMENT, HEALTH & SAFETY POLICY

A. PURPOSE:

Technichem Organics Pvt. Ltd. has established an environmental, health & safety policy, which defines the business processes and activities for managing EHS in the **Technichem Organics Pvt. Ltd.**

The EHS policy is a guiding principle used to set direction in an organization. It is used for course of action to guide and influence decisions. It should be used as a guide to decision making under a given set of circumstances within the framework of objectives, goals and management philosophies as determined by management.

Policies are long-term, high-level management instructions on how the organization is to be run and generally are driven by legal concerns (due diligence). Policies reflect an organization's goals, objectives, culture and are intended for broad audiences. They also are mandatory and are applicable to all the interested parties. Policies drive standards, procedures and technical controls.

The company should be committed to bring in and maintain with continuous improvement of high standard of quality, environment, health and safety management as an integral part of the business in consonance with corporate values and culture to maintain "**ZERO HARM**" to employee working to us and "protect environment" where we operate.

B. SCOPE:

The environment, health & safety policy is applicable to operating sites of **Technichem Organics Pvt. Ltd.** Also applicable to all employees, contractors, visitors, customers, suppliers and other interested parties.

C. RESPONSIBILITY:

Managing Director ensuring that a system and framework is in place. Periodically review and update the policy with national and international standards requirements and compliance obligation. Set QEHS performance indicators throughout the company and follow up of their improvement.

Respective Department Head ensure their department employees are aware of the company's QEHS policy. Adequate knowledge applicable to QEHS rules and regulations, training and reporting requirements, and standard operating procedure associated with their department.

Head of EHS ensuring that employee's awareness towards the company QEHS policy. Ensure that all employees in the units under their responsibility follow the quality, environment, health & safety policy/principles. Ensuring that operational activities comply with the company's quality, environment, health policies. Ensuring compliance of legal requirements.

D. POLICY STATEMENT:

Technichem Organics Pvt. Ltd. is manufacturer & dispatch of speciality chemicals and dyes & intermediates. We are committed to increasing customer satisfaction by consistently providing quality products that meet current and future needs, continually improve the quality, environment, health and safety in our processes, products, and services.

We are committed for:

D.1 Legal and other requirements:

Compliance of applicable **legal & other requirements** such as quality, environment, health & safety.

D.2 Energy Consumption and Greenhouse gases:

Protect the environment and prevent environmental pollution by;

Minimize the energy consumption like electricity, water, steam etc. and GHG emission in our operation by improving energy efficiency in our operations, by adopting new technologies and by increasing the use of renewable energy such as solar to reduce dependence on fossil fuel and decrease greenhouse gas emissions.

D.3 Product end of life & customer health & safety:

Communicate product end of life treatment to our stakeholders to prevent adverse impact on environment and customer health & safety. Established and implement product recall procedure for prevent adverse environmental, health & safety impact. Educate and communicate hazards of material to our customers to avoid any adverse incident while use of product by our customer.

D.4 Water management:

Minimize the water consumption in industrial operation and domestic operation by adopting new technologies and practices, installation and maintenance of effective waste water treatment system like effluent water treatment plant. Avoid pollution of surface water, ground water and other sources of water by applying zero discharge philosophy wherever possible. Understand our water footprint at all our project and operations and maintain a water balance that minimizes the amount of fresh water consumption. Adopt rainwater harvesting methods to prevent contamination of water and soil erosion.

D.5 Air pollution and Biodiversity:

- Minimizing air pollution and water pollution impact on biodiversity through adopting latest technology in operations / alternate fuels to reduce the air pollution in the surrounding.
- Works towards renewable energy to reduce the air pollution.
- Monitoring, analysing and controlling the environmental pollution & biodiversity as per government norms or industrial norms, installation of scrubber, acoustic enclosures, regular maintenance of equipments and pollution controlling equipments.
- Safeguarding, sustaining and restoring biodiversity, including, but not limited to, the status of known threatened species, maintaining atmospheric and marine equilibrium and providing vital support to all forms of life within areas of own operations, to contribute to the mitigation of climate change impact.
- Promoting afforestation by increasing tree plantation drives, with no gross deforestation in areas of own operations or endeavour to compensate through future reforestation/afforestation efforts

D.6 Materials, Chemicals and Waste Management:

Implementing eco-design principles to create products that are environmentally friendly, durable, and easily recyclable. Reduce / Recycle / Reuse of hazardous waste and non-hazardous waste from waste stream. Usage of less hazardous material and chemicals in operations. Establishing and implementing emergency response procedure for preventing and mitigating chemical spillage emergencies. Educate and trained to people for labelling, storage, handling and transporting of hazardous substances in operations. Encouraging the substitution

of hazardous chemicals with safer alternatives to reduce the environmental and health risks associated with certain substances.

Treatment and Disposal: Implementing safe treatment and disposal methods for hazardous waste, including incineration, neutralization, or secure landfilling.

Manifest Systems: Implementing manifest systems to track the movement of hazardous waste from its point of generation to its final disposal site, ensuring proper documentation and accountability.

Global Harmonization System (GHS): Adopting standardized hazard communication through the GHS to ensure consistent labeling and safety data sheets for chemicals globally.

D.7 Promotion of sustainable consumption:

Promoting sustainable consumption involves encouraging individuals, businesses, and communities to make choices that have a reduced impact on the environment, promote social equity, and contribute to long-term economic viability.

Public Campaigns: Launching educational campaigns to raise awareness about the environmental, social, and economic impacts of various consumption choices.

Consumer Information: Implementing policies that require clear labeling on products, providing information about their environmental and social attributes. This can include eco-labeling and sustainability certifications.

Product Standards: Establishing standards for sustainable products, promoting the development and adoption of eco-friendly materials and manufacturing processes.

Green Public Procurement: Implementing policies that require government agencies to prioritize the purchase of environmentally friendly and socially responsible products and services.

HEALTH & SAFETY

D.8 Provide safe and healthy working condition for the prevention of work-related injury & ill health of all interested parties by

- Eliminating or minimize the health and safety hazards and its risk by regular medical checkup, inspection of safety equipment, identification and provision of appropriate PPE for specific job roles, regular maintenance and replacement of PPE as needed, condition monitoring of workplace, regular risk assessment.
- Enhancing awareness of workplace safety through training, communication, motivation, and their consultation & participation where they exist.
- Development and implementation of emergency response plans, regular drills and training to ensure employees are familiar with emergency procedure. Availability of first aid supplies and trained personnel.

- Promotion of employee health through wellness programs. Encourage of regular health checkups and Access to counselling services for stress management.
- Reporting of all incidents, near misses, and hazards promptly.
- Thorough investigation of incidents to identify root causes and implement corrective actions.

- ✚ Control and eliminate business and process risk; and seize opportunities.
- ✚ Define and communicate the objectives, targets & its strategy to achieve them to ensure the adequacy of the necessary resources.
- ✚ Adopting and promoting **process approach and risk base** thinking concept among the organization
- ✚ Reaffirming commitment to sustainable development through effective implementation and monitoring of EHS Management System.

This policy is communicated and explained to the entire organization and is also disseminated to all levels of organization through its placement in different communication areas of the company and made available for the interested parties.

E. Review mechanism:

This EHS policy is review **once in a year** by managing director with consulting of respective process head. If any significantly changes are in activities and operation than policy may be review and update at the time.

Approved By,



Director

Rev.01 Effective From: 01.04.2024