



Himadri Speciality Chemical Ltd

Health & Safety Policy

Policy Version :1.0/2023

(w.e.f :10th December, 2023)

	Prepared By	Reviewed By	Approved By
Name	Mr. Vishnu Arat	Mr. Avijit Sasmal	Mr. Anurag Choudhary
Designation	Sr. Manager-HSE & Sustainability	Sr. Vice President-HSE & Sustainability	CMD & CEO
Signature			
Date	07.12.2023	07.12.2023	08.12.2023



Purpose

Himadri values its human resources, whether directly or indirectly associated with us, as key stakeholders in creating long-term value and achieving sustainable growth. In line with our aspirations, we have initiated a zero Accident/Incident vision to ensure the preservation of physical and mental health and maintain best-in-class safety standards at the workplace and across all business processes. Himadri endeavours to establish and practice a sustainable health and safety culture beyond regulatory requirements by setting new benchmarks as part of our continuous improvement journey. We strongly believe in proactive measures to prevent injuries and ill-health.

Scope

This policy applies to all Himadri facilities, including manufacturing plants, corporate offices & subsidiaries. It covers employees, contract employees (third-party employees engaged on our premises), visitors, customers, and anyone affected by our business activities.

Organization and Responsibilities

Himadri considers health and safety a core management responsibility. Executives and line managers are directly responsible for health and safety matters within their operations. Management is accountable for evaluating health and safety performance against objectives and establishing pathways for continuous improvement. All employees, both direct and indirect, have a responsibility to take care of themselves and others while at work. We expect everyone to actively participate in maintaining workplace health and safety. We also encourage all contractors and suppliers to adhere to the same health and safety standards that we uphold.

Our Beliefs

- Good health and safety practices are good business.
- Safety is everyone's responsibility.
- Working safely is a condition of employment.
- All work-related injuries and ill-health are preventable.

Our Aims

- Zero Accidents/Incidents
- Zero Repeated Injuries
- Zero Harm to People



Our Commitments

- We will take actions to reduce our Lost Time Injury Frequency Rate (LTIFR) to less than 1 by 2025, encompassing both direct and indirect (contractual workforce) employees, and sustain this improvement from our baseline LTIFR value of 4.19 in FY 2021-22.
- We will provide awareness and training on health (physical and mental) and safety matters to 100% of employees and workers, including contractual staff, by 2026.
- Every manufacturing site will implement a health and safety management system aligned with ISO 45001:2018.
- We will adhere to simple and non-negotiable standards comprehensively covering all key elements of health (physical and mental) and safety.
- We will report transparently and thoroughly, investigate every incident to learn, share, and prevent recurrences.
- Periodic risk assessments will be conducted to identify hazards, prioritize deficiencies, and correct them appropriately while developing safe work procedures.
- Every business facility will follow agreed health and safety plans, committing to reduce the frequency and severity of injuries, improve workstation safety, prevent exposure to hazardous substances, and minimize the risk of occupational diseases.
- Each manufacturing facility will have an appointed health and safety leader, manager, or executive as needed.

Governance

This policy is governed by the Sustainability (ESG) Council of Himadri under the supervision of the Sustainability (ESG) Committee at the Board level.

Policy Review

This policy will be reviewed every three years or as necessary if critical elements need modification.