

## PARADEEP PHOSPHATES LIMITED

Mangala Bhavan, Panambur, Mangaluru – 575010



### INTEGRATED MANAGEMENT SYSTEM POLICY

(COVERS SAFETY, HEALTH, ENVIRONMENT, QUALITY, PRODUCT STEWARDSHIP AND ENERGY MANAGEMENT)

**As a responsible corporate citizen, we remain committed to:**

- a. conducting the business of fertilizers and chemicals in strict compliance with applicable legal and other requirements related to Safety, Health, Environment, Quality (SHEQ) and Energy use, efficiency and consumption.

and

- b. continual improvement in the operations with the aim of preventing pollution, minimising occupational safety & health risks, minimising energy wastage, enhancing overall safety, health, environment, quality and energy performance.

**To achieve the above, we confirm we shall strive to:**

- a. provide safe and healthy working conditions and prevent work related injury and ill health.
- b. deliver our products and services that consistently meet customer, statutory, and regulatory requirements, while building satisfaction, reliability, and trust.
- c. ensure that our SHEQ and Energy objectives are strategically aligned with the purpose, direction, operational context of our organization and the nature and scale of our activities.
- d. protect environment by preventing pollution, conserving natural resources, improving energy efficiency and applying practices of reduce, recover, recycle, reuse in support of sustainable manufacturing.
- e. eliminate hazards and reduce Occupational Safety & Health Risks.
- f. achieve high SHEQ and Energy performance by establishing systems & procedures and monitoring their effectiveness.
- g. leverage product stewardship and security, innovation, technology, continual improvement and sustainable performance to strengthen operational efficiency, reliability and overall excellence in SHEQ and Energy performance.
- h. develop and maintain the green belt in and around our premises as part of commitment to sustainable development.
- i. create awareness about SHEQ and Energy performance amongst all employees, contract workers, neighbouring public and persons working for or on behalf of the organization.
- j. ensure availability of adequate human and financial resources and necessary information for the continual improvement of SHEQ and Energy performance.
- k. ensure consultation and participation of all employees, contractors, workers and worker representatives in Safety, Health and Environment initiatives.
- l. procure energy efficient products and services that enhance energy performance and explore usage of renewable energy sources, where feasible.
- m. integrate energy efficient practices into the design of new projects, process improvements and facility upgrades.

This policy will be reviewed periodically and updated as may be required. It is available to the public on demand.

Place: Mangaluru  
Date: 27-11-2025

N Suresh Krishnan  
Managing Director