

**Scope**

This policy applies to the Company's entire operations and businesses. It covers the Board of Directors, Management, Employees, and Trainees, as well as contractors, individuals under the Company's supervision, and persons who are not employees but are authorized to act on behalf of or represent the Company.

We, at Paradeep Phosphate Limited, affirm to our employees, customers, community and other stakeholders, our commitment to continually improve and achieve excellence in Environment, Occupational Health & Safety (EHS) while conducting our business operations.

**Policy Provision**

We, at Paradeep Phosphate Limited, affirm to our employees, customers, and other stakeholders, our commitment to continually improve and achieve excellence in Environment, Occupational Health & Safety (EHS) while conducting our business operations. In order to fulfil our commitment, we shall continually make efforts to:

- Adhere to compliance obligations in Environment, Occupational Health & Safety.
- Demonstrate leadership and management commitment with regard to Environment, Occupational Health & Safety (EHS) in business operations so as to minimize risk to our personnel, business associates and community by preventing pollution, injury, ill health & strive for continual improvement in EHS management and performance.
- Implement/adopt Process Safety Management (PSM) to ensure zero process related incident/s so as to protect the Human Capital, Environment and surrounding community at large.
- Ensuring the 4 R principle of Reduce, Recover, Recycle and Reuse of all our resources.
- Ensure to maintain our plants in Zero Liquid Discharge (ZLD) to environment.
- Ensuring access to basic occupational health services and providing competent and adequate resources including personal protective equipment.
- Identify process exposure and other occupational health hazards and assessing and managing occupational health risks to as low as reasonably practicable at all facilities.
- Focused on setting up prioritization and action plans to improve upon our health and safety practices.
- Ensure commitment relevant to the context of the Organization.
- Ensure consultation and participation of workers.
- Setting specific goals/targets and objectives to minimize environmental impacts and improve health & safety performance.

- Improve periodically the established objectives and targets for Environment, Occupational Health and Safety in line with the best practices.
- Subscribe to effective EHS management system and carry out periodical internal and external audit.
- Enhance Environment, Occupational Health & Safety (EHS) awareness among employees, business associates and community through effective communication, training & re-training
- Conserve natural resources in particular fossil fuel, water, and use optimally other utilities and raw materials.
- Establish adequate procedure and control to ensure that Environmental, Occupational Health & Safety is not jeopardized at any time in any form.
- Ensure adequate financial and human resources for championing the EHS performance so as to increase shareholders value. The Company will periodically review the policy, its implementation and effectiveness.

*This version is approved by Board of Directors.*