

## **POLICY FOR ENVIRONMENT, HEALTH AND SAFETY**

### **Preamble:**

The Constitution of India provide detailed provisions for the rights of the citizens and also lays down the Directive Principles of State Policy which set an aim to which the activities of the state are to be guided.

These Directive Principles provide

- a) for securing the health and strength of employees, men and women;
- b) that the tender age of children are not abused;
- c) that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength;
- d) just and humane conditions of work and maternity relief are provided; and
- e) that the Government shall take steps, by suitable legislation or in any other way, to secure the participation of employee in the management of undertakings, establishments or other organisations engaged in any industry.

### **Objectives:**

The policy seeks to bring the national objectives into focus as a step towards improvement in safety, health and environment at workplace. The objectives are to achieve:-

- a) Continuous reduction in the incidence of work related injuries, fatalities, diseases, disasters and loss of national assets.
- b) Improved coverage of work related injuries, fatalities and diseases and provide for a more comprehensive data base for facilitating better performance and monitoring.
- c) Continuous enhancement of community awareness regarding safety, health and environment at workplace related areas.
- d) Continually increasing community expectation of workplace health and safety standards.
- e) Improving safety, health and environment at workplace by creation of “green jobs” contributing to sustainable enterprise development.

## **Environment, Health and Safety Committee (“EHS”)**

A EHS Committee shall be constituted with the employees of the Company as members which shall also include its senior management. The EHS Committee shall be responsible for ensuring safe and healthy environment shall meet at regular intervals. The EHS Committee may form various sub-committees for effective monitoring and observance of EHS. The EHS Committee shall inter-alia be responsible for following:

- Framing of guidelines for EHS in sync with this policy.
- Exemplary performance in Environmental, Health & safety.
- Review and Revision of guidelines for EHS, whenever required.
- Providing at least 4 hours p.a. of EHS training to each member, contractors and others who work with the Company.
- Implementation of guidelines laid down from time to time for safe & healthy environment.
- Encouraging voluntary involvement of members by creating conducive environment.
- Identifying the hazards and risk associated with activities, if any and take appropriate corrective measures to minimize the impact of same.
- Promote and maintain open and constructive dialogue with all employees, local communities. Regulatory agencies & other stakeholders.

### **Guiding factor for Environment:**

- Sustainable development.
- Monitor, control and upgrade technology to prevent pollution and conserve resources.
- All projects and processes shall be designed keeping in view environmental protection as an integral part to achieve sustainable development.
- Maximum recycling.
- Reduction in use of water consumption.
- Additional production of energy from wastes.
- Use of treated water inside the factory premises to maintain the plantation of various plants and particularly eucalyptus plants.

### **Guiding factor for Health:**

- Availability of medical room 24 hours a day with requisite equipment & necessary medicines to handle small eventuality.
- Availability of First Aid Boxes in every department/section and maintenance thereof.
- Imparting of Health education to members.



### **Guiding factors for Safety:**

- Portable fire extinguishers of required type and capacity shall be installed at appropriate places. Members shall be imparted training to operate firefighting equipment's.
- Preparation of On-site emergency plans, conducting of regular mock drill and evacuation program.
- Examination of equipment's at regular intervals by internal as well as external agencies.
- Dissemination of relevant information to employees relating to general safety, equipment operating safety and cautioning through visual media.
- Development of safety culture, enforcement of safety rules and accepted safe practices.

### **Implementation:**

B&B Triplewall Limited will adhere to high standards with regard to the implementation of this policy. The Chief Risk Officer shall have overall responsibility for implementing this policy and shall take internal/external approvals wherever necessary.

The Chief Risk Officer shall furnish certificate regarding adherence to this policy to Compliance Officer on periodic basis. This shall be accomplished by making continuous improvement in our operations and management systems. We will continue to strive for excellence in environmental, health & safety performance.

### **Review:**

An initial review and analysis shall be carried out to ascertain the current status of safety, health and environment at workplace and building an Occupational Safety and Health profile.

EHS Policy and the action programme shall be reviewed at least once in five years or earlier if felt necessary to assess relevance of the goals and objectives.

**NOTE:** This Policy has been approved by the Board of Director in a Board Meeting held on August 03<sup>rd</sup>, 2018 and this policy will be applicable when Shares of the Company gets listed.

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