



# GHARDA CHEMICALS LIMITED

## QUALITY, ENVIRONMENT, HEALTH, SAFETY & SUSTAINABILITY POLICY

Gharda Chemicals Ltd. (GCL) aims to serve needs of the society through the design and development of suitable processes, production of high-quality products, and provides services with a commitment to provide and enhance customer satisfaction. Following are our guiding principles :

- a) Optimise delivery, specification, conditions of supply, packaging, labelling, handling, and storage.
- b) Build-in Quality in the products and sincerely work to achieve this noble goal.
- c) Accord high priority to protect the environment and prevent its degradation through sustainable development activities.
- d) Take adequate care to protect health and provide safety of all the persons working in GCL, visitors and stakeholders.
- e) Follow principles, codes of practice and all other applicable elements of Responsible Care initiative.
- f) Develop and produce chemicals that can be manufactured, transported, used, and disposed of safely.
- g) Institutionalise resources and energy conservation measures for reduction in our carbon footprint.
- h) Align with ten universal principles of UNGC on labour, human rights, environment, and anticorruption issues.
- i) Accidents are preventable and we aim to achieve "Zero Harm Level".
- j) Adopt sustainability principles and integrate all the quality, environment, health, safety, and sustainability (QEHS&S) attributes in all decisions, based on green chemistry concepts in all our processes and practices.

To achieve objective of the policy, GCL is committed for:

1. Compliance with legal and other requirements related to quality, environmental and occupational health and safety hazards.
2. Setting and reviewing of QEHS&S objectives and targets for continual improvement in plant's efficiency, waste minimisation, reducing emissions & discharges and eliminate hazards and reduce OH&S risks and the continual improvement of OH&S management system with consultation and participation of workers. Aim for zero incident of EHS non-compliance.
3. Developing clean and safe technologies for the manufacturing of quality product by taking steps at appropriate stages of process development, design, purchase, manufacture, maintenance, and packaging.
4. Communicating QEHS&S policy to all the employees, contractors, visitors, and stakeholders. Provide them with necessary information, instruction, regular training & retraining, and supervision needed to ensure quality, safe working practices are adhered to, and to develop QEHS&S awareness among employees.
5. Promoting biodiversity protection and engaging our stakeholders in the process to actively work for preserving the natural ecosystem surrounding our vicinity and beyond.
6. Integrating requirements of environmental protection & sustainable development; minimisation of energy, material use and the generation of waste; preventing pollution; effective and responsible waste management and disposal; security of people, asset and environment, safe & healthy working conditions and safe behaviours for elimination/prevention of occupational health & safety incidents.
7. Creating awareness about climate change and its impact on current and future generations amongst all our internal and external stakeholders, and collectively working on a mitigation and adaptation plan for our better future.
8. Incorporating criteria in selection, placement, and assignment of personnel, including suppliers, contractors, and other agencies at appropriate level, empower and make them accountable to achieve QEHS&S targets using given facilities with optimum efficiencies. Taking into account the QEHS&S performance of individuals at different levels while considering their career advancement.
9. Fixing QEHS&S related responsibilities and obligations of the employees, contractors, transporters and other agencies entering the premises and encouraging their involvement, participation, and fulfilment of individual QEHS&S responsibilities & obligations.
10. Motivating all employees in promoting sustainable development, safe behaviour and healthy habits in the workplace.
11. Informing concerned statutory authorities and educate all stakeholders about the quality and potential environment, climate, health and safety hazards of the chemicals used/products produced by the company, recommend protective /preventive measures, and ensure ongoing consultation and communication with them.
12. Continual improvement of our integrated QEHS&S systems, processes and practices to achieve operational efficiency and improved QEHS&S performance considering user needs, product life cycle, economy, and technical feasibility.

This Policy is applicable to Gharda Chemicals Limited and its Subsidiaries and shall be reviewed periodically for its suitability and effectiveness. Policy will be made available to all interested parties and communicated to all persons working for or on behalf of our organization.

DIWAKAR K. SHENOY  
OCCUPIER

REVISION NO. 08

NILESH A. KULKARNI  
OCCUPIER

DATE: 20/11/2024