



## **HPL Additives Limited**

### **Health and Safety Policy**

#### **Our Commitment**

HPL Additives Ltd. (HPL) is dedicated to ensuring the health, safety, and well-being of all employees, contractors, and visitors across our operations. We are committed to providing a safe working environment and promoting a culture of safety that prevents accidents, minimizes risks, in alignment with national and international standards and procedures.

#### **Scope**

This policy applies to all HPL employees, contractors, suppliers, and business partners. We expect all parties to adhere to these principles in their interactions with or on behalf of HPL.

#### **Guiding Principles**

Our Health and Safety Policy is aligned with:

- Occupational Safety and Health Administration (OSHA) standards
- World Bank Occupational Health and Safety Guidelines
- International Finance Corporation (IFC) Performance Standards

#### **Key Commitments**

##### **Occupational Disease Prevention**

HPL conducts regular medical checkups, especially for those in hazardous operations. We implement job rotations and rehabilitation programs as needed, and proactively reduce occupational health risks.

##### **Safe and Healthy Workplace**

We are committed to improving cleanliness, pollutant levels, and general hygiene standards. Safe practices are implemented in installations, processes, and operations by adopting and enforcing safe codes, standards, and practices.

##### **Risk Assessment and Management**

HPL is committed to ensuring potential hazards are identified such that appropriate control measures can be implemented to mitigate risks.

#### **HPL ADDITIVES LIMITED**

**Safety Procedures and Emergency Preparedness**

HPL establishes safe work practices for routine and non-routine tasks and develops emergency procedures, including evacuation plans and first-aid responses. We ensure that all equipment is maintained and used according to safety guidelines.

**Accident Reporting and Investigation**

We encourage the prompt reporting of all accidents, near-misses, and unsafe conditions. Incidents are thoroughly investigated to determine root causes, and corrective actions are implemented. Documentation of accidents, investigations, and corrective measures is maintained.

**Stakeholder Engagement**

At HPL, we encourage worker participation in safety programs and the reporting of unsafe conditions as well as conduct periodic safety trainings for all employees and supervisors.

**Compliance and Monitoring**

We conduct regular safety audits and inspections to ensure compliance with policies and legal requirements. Third-party audits are performed to evaluate the effectiveness of our health and safety management systems.

**Implementation****Policy Accessibility**

This Health and Safety Policy is publicly available on the HPL website and accessible to all internal and external stakeholders.

**Training and Capacity Building**

We provide comprehensive safety training for all employees and supervisors, promoting awareness of safety, emergency preparedness, and proper use of personal protective equipment (PPE). A culture of safety is fostered through ongoing education and communication.

**Integration with Business Values**

We integrate SHE considerations into business planning and decision-making processes to align business goals with sustainable practices.



### **Monitoring, Reporting, and Policy Review**

HPL will regularly assess its health and safety performance and aim to report on key indicators, including Total Reportable Incident Rate (TRIR), Lost Time Injury Frequency Rate (LTIFR), health and safety training hours, employee participation in safety programs, and results from safety management system audits. We aim to establish targets for EH&S performance that align with sustainability frameworks and ensure continuous improvement. This policy will undergo periodic reviews with input from internal and external stakeholders, ensuring alignment with evolving health and safety standards and practices.

A handwritten signature in green ink, appearing to read 'Umesh Anand', is written over a horizontal dashed line.

**(Umesh Anand )**

**Managing Director**



**Date: Monday, 21<sup>st</sup> October 2024**

**Place: Faridabad, Haryana, India**