

ENVIRONMENT HEALTH & SAFETY POLICY

J. L. Morison (India) Ltd. ("JLM") recognizes employees as our most valued asset and are committed to a safe and healthy work environment. We affirm the importance of safeguarding human health and the environment and require all our employees to understand their responsibilities and accountability for compliance with environment, health and safety laws.

: ENVIRONMENT:

JLM is committed to doing business in an environmentally responsible manner and will strive to improve its performance to benefit its employees, customers, communities, shareholders, and the environment. All employees are responsible for making sure that JLM's business is conducted in compliance with all applicable laws and in a way that is protective of the environment.

➤ **GOALS:**

1. Conserve natural resources through responsible and efficient use of all our operations.
2. Work towards decreasing our burden on the environment through improvement in process and facilities, controlling waste generation, designing and development of eco-friendly products.
3. Comply with applicable laws and regulations related to activities, products and services at Factory and the regulations of our country.
4. Set up environmental objectives and promote environment improvement activities. Regularly review and make necessary revisions of the environment objectives and targets.
5. Enhance employee understanding and awareness on environment through environmental education.
6. Establish methods to use energy more efficiently, reduce and recycle plastic waste.

➤ **IMPLEMENTATION:**

- We are committed to make, handle, use, transport, sell and dispose our products in a safe and environmentally sound manner.
- We have invested in an Effluent Treatment Plant (ETP) plant to reduce environmental impact at our factory in Waluj, Aurangabad.



- We value environmental resources and are embedding sustainability into processes and value chains across our businesses.
- We have planted many trees at our Waluj Factory Premises:



- We dispose our waste responsibly and educate our customers through responsible labelling,



This symbol will be found on our all-products' labelling.

- We are working to reduce and recycle plastic waste at our sites.

"What you do makes a difference, and you have to decide what kind of difference you want to make. – Jane Goodall"

: HEALTH:

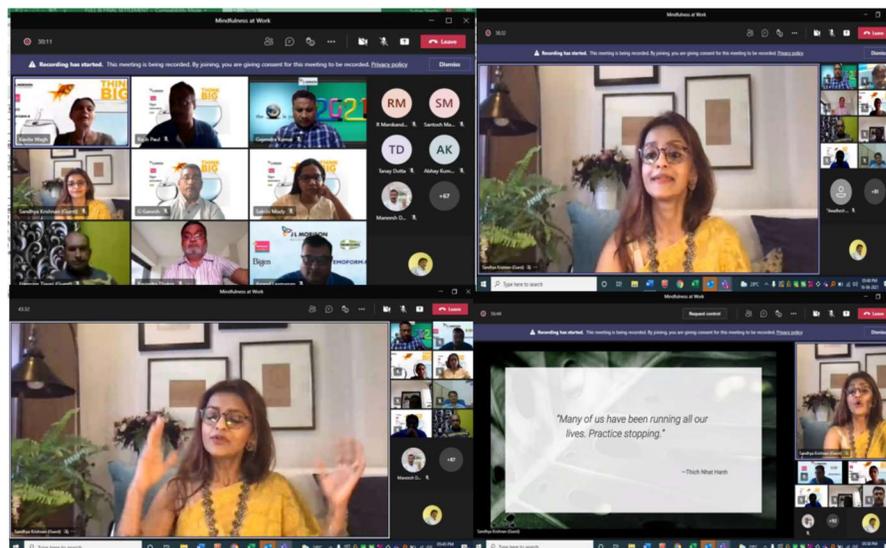
Health being a key component of sustainable productivity, we take every initiative to ensure the physical and mental wellbeing of our employees. We understand the importance of investing in our employees' wellbeing.

➤ **GOALS:**

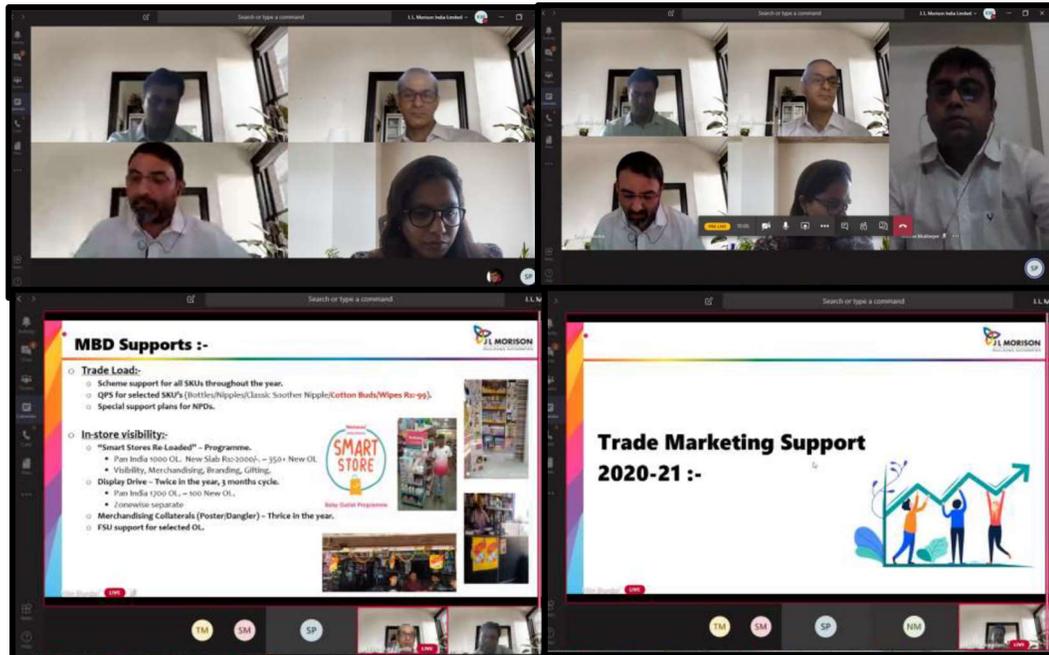
1. Identification of risks and its sources in the work environment.
2. Prevent accidents and diseases from occurring.
3. Conducting periodic health check-ups.
4. Conducting mental wellbeing sessions with all employees.

➤ **IMPLEMENTATION:**

- Taking care of our employees' health became ever more crucial in the time of the COVID pandemic. We have a clearly articulated plan of action to protect our employee's health and business continuity.
- We provided clear guidelines to all our employees on how to respond to the pandemic.
- Conducted a wellness at work session for all our managers online with an ICF certified coach. We plan to continue this as an annual exercise. We provide counseling to employees struggling to cope with mental well-being issues.



- Also, provided all such facilities to work from home, so that this pandemic would not affect our productivity and business continuity.



- We have arranged vaccination drive at our offices and encouraged employees to get vaccinated at the earliest. 100% of our employees are fully vaccinated.



"You can't enjoy wealth if you're not in Good Health"

: SAFETY:

JLM recognizes its responsibility to ensure safety and protection of health of its employees, contractors and visitors in all its operating sites, which include manufacturing, sales and distribution and offices during work and work-related travel. We constantly improve our performance by designing and adapting processes, work practices and systems in the direction of greater safety. We will establish health and safety standards that create a safe and healthy workplace by working continuously to reduce hazards and risks to prevent workplace injuries and illnesses.

➤ **GOALS:**

1. Integrate safety and health in all our business plans and processes, so as to inculcate a strong Safety and Health culture.
2. Ensure implementation of all necessary Safety & Health parameters in various decisions with respect to employees, workers, construction, installation, modification & repair to building, plant, machinery, equipment, and other assets of the organization.
3. Encourage all employees to participate in and add value to our safety & health management programme.
4. Regularly monitor our Safety & Health performance and continuously implement risk reduction programme that are aimed at reducing hazards associated with work and processes by integrating technologies & sustainable planning.
5. Seek data from experts & peer organizations for learnings & best practices and continually improve our safety performance.
6. Comply with the requirement of all relevant statutory, regulatory and other provisions.
7. Ensure that the Organization and its Depot Locations is safe from fire and ensure compliance with the appropriate fire safety regulations.
8. Ensure that appropriate resources are available to fully implement the safety policy and continuously review the policy's relevance with respect to legal and business development.

➤ **IMPLEMENTATION:**

1. JLM does not tolerate any type of workplace violence committed by or against employees and ensure safe workplace. Employees are prohibited from making threats or engaging in violent activities.
2. In compliance with the Drug-Free Workplace Act of 1988, we have a longstanding commitment to provide a safe, quality-oriented and productive work environment. The organization prohibits employees from engaging in the use or misuse of legal or illegal drugs, unauthorized alcohol, or any such substance.



3. We monitor the working environment through inspections, surveys and audits on a regular basis and improve working conditions and practices.
4. We comply with all applicable statutory and / or applicable regulatory requirements.
5. We aim to zero work related injury and illness through total commitment to employees in all plants and units.

:SAFETY AT FACTORY:

1. Our safety training is based on clear policies and standards. We provide on job training to all factory employees.
2. We follow the appropriate standard operating procedures at all times in the factory.

3. We conduct Fire training Twice in a year and also provide training on electrical safety.



4. We provide PPE Kit at workplace as Safety Gloves, Goggles, safety shoes, safety belts etc. and follow strict protocols on hygiene norms while working.



5. We ensure the safe and secure handling, organization and transportation of raw materials, packaging materials and finished products.

“Safety doesn’t happen by accident”

: CONTINUOUS IMPROVEMENT:

We will establish EHS goals, objectives and targets in conjunction with the Businesses and to continually improve our performance and will report our progress. Our EHS Standards will establish controls and promote a positive EHS culture.

: COMMUNICATION AND EDUCATION:

We will communicate this policy to employees, customers, shareholders, suppliers, community and other stakeholders in order to promote continuous improvement and enhance environmental, health and safety performance. We will train, educate, support and motivate all employees to follow safe work practices and sustain same through their active involvement and continued awareness.

: LEADERSHIP AND PARTICIPATION:

All management layers and employees are expected to actively contribute to a safe and healthy working environment and are responsible and held accountable for compliance with this policy and we remind our employees that we're all responsible for each other's safety, whether in a factory, office or elsewhere.
