

# EMPLOYEES' HEALTH & SAFETY Policy

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*VKA Polymers Pvt Ltd* continually strives to create a safe working environment by being responsive, caring and committed to the various needs governing the security and well-being of employees and the society, at large. We make every effort to achieve EHS performance through the prevention of work place accidents & pollution, the promotion of employee health & well being and the reduction of environmental impacts, including those from energy consumption and use.

We set standards for ourselves and thus got certified in ISO 9001:2008 and OSHAS 18001:2007 so as to be a reliable and prospective organisation for the stake holders.

## **EHS Policy - in particular**

- To contribute to sustainable development through the establishment and implementation of environment standards those are scientifically tested and to meet the requirement of relevant laws, regulations and codes of practice.
- To make sure that top priority is always given to the health and safety of all employees.
- To provide and maintain well designed facilities, equipments, operations and working conditions which are safe for employees, visitors and contractors at the Company's premises.
- To utilise best practice in EHS related technology & management to improve EHS performance through the purchase and design of efficient equipment and services and the adoption of improved organisational approaches
- To ensure safe handling, storage, use and disposal of all substances and materials those are classified as hazardous to health and environment.
- To proactively assess health & safety risks, environmental & energy impacts and systematically define, document and implement improvement plans
- To provide appropriate training and disseminate information to enable all employees to accept individual responsibility for Environment, Health and Safety, implement best practices, and work in partnership to create a culture of continuous improvement.



- To instil a sense of duty in every employee towards personal safety, as well as that of others who may be affected by the employee's actions.
- To reduce waste, conserve energy, and promote recycling of materials wherever possible.
- To institute and implement a system of regular EHS audit in order to assure compliance with laid down policy, benchmarked standards, and requirements of laws, regulations and applicable codes of practice.
- To monitor, document and communicate EHS performance and compliance to this policy, in a clear and transparent way towards employees, authorities and other stakeholders, inculcating world-class EHS standards across the value chain of the business process.

**Application of this policy:**

**VKA Polymers (P) Ltd's** EHS Policy extends to all sites / Sub -Contractors of the Company. It will be the overall responsibility of the Chief Executive Officer / General Manager, through the members of their Management Committees, Managers and Unit Heads, to ensure implementation of this Policy and Standards on EHS, including formation of various committees and designating individuals for specific responsibilities in respect of their Division.

We seek the co-operation of all workers, customers and other persons. We encourage suggestions for realising our health and safety objectives to create a safe working environment with a zero accident rate.