



BUSINESS POLICIES

FUNCTION : HUMAN RESOURCES	POLICY : GROUP EHS POLICY
PREPARED BY : HR SIGNATURE : 	APPROVED BY : CEO SIGNATURE : 
REVIEWED BY : VICE PRESIDENT – HR SIGNATURE :	APPROVED BY : MANAGING DIRECTOR SIGNATURE :
EFFECTIVE DATE : 8 TH May 2020	



GRAVITA INDIA LIMITED

Environment, Health & Safety (EHS) Policy

Gravita India Limited is committed to conduct all business activities in a responsible manner, which ensures the health and safety of our People, Property, Stakeholders, and the Environment.

EHS Objective – Gravita's Key EHS Objectives Include

- Reduction of environmental degradation to attain global environmental harmony.
- Promotion of 3 R's (**R**educe, **R**euse and **R**ecycle)
- Judicious use of resources to prevent pollution and to safeguard the environment.
- Promotion of Occupational Health care with continuous risk minimization.
- Continual Reduction of Lost Time Injury (LTI) frequency rate during successive years and reach the zero-incident goal.
- Comply with all EHS Rules, Regulations, Obligations, and Requirements and will strive to go beyond compliance to the relevant requirements and shall continually improve our EHS management systems.
- Encourage, Train, Equip and Empower Personnel, including contractors & contract employees, to adopt a healthy and safe working approach both on and off the job.

Environment, Health & Safety (EHS) Guiding Principles

1. **EHS is Non-Negotiable**- EHS is mandatory condition of employment for all operations & Project execution across Gravita. Each one of us must work towards preventing injuries & occupational health, prevention of pollution, reduction in ill health of employees, material wastage & environment damages.
2. **EHS is a Core Value** - To inculcate and develop a strong EHS culture, where EHS policy and processes are strictly adhered to all our operations and behaviour under all conditions without exceptions. Consultation and participation of workers will be obtained for improvement of Gravita's EHS practices and enhancement of EHS culture.
3. **Developing EHS Competency by Training**- Every employee should understand the importance of EHS training & take initiative to get themselves trained. In addition to this, based on EHS requirement as applicable they must also provide necessary support for training of their team, contractors & others engaged in Gravita's operations.
4. **Completing Work in a Safe Way, Stop Unsafe Work**- Every employee must proactively ensure stoppage of any unsafe work & should refuse to perform activities. Wherein EHS requirements are not met and take all possible initiatives to complete the work in a safe way.

Date: - 8th May 2020



Yogesh Malhotra
CEO – Gravita India Limited