



**POLICY ON ENVIRONMENT, HEALTH & SAFETY
OF JAYASWAL NECO INDUSTRIES LTD**

PHILOSOPHY:

Jayaswal Neco Industries Ltd (JNIL)'s Environmental, Health and Safety Policy ("Policy") is based on JNIL's Code of Conduct, Bylaws, Policies, Rules and Regulations and the legal and regulatory framework common in India. The policy reflects JNIL and its management's commitment to high ethical standards related to the environment, health and safety in managing its operations, including the use of resources, using sustainability principles to reduce environmental impact and minimize impact on community.

COMPANY SHALL ENDEVAOUR TO:

- 1) Ensure compliance with all applicable health and safety legislations and relevant standards.
- 2) Integrate safety, health and wellbeing into all business processes.
- 3) Ensure that all activities across the value chain are conducted as per the defined health and safety procedures, including-
 - a) selection and evaluation of suppliers, contractors and other service providers,
 - b) research leading to the development of new products and services
 - c) design, engineering, construction and commissioning of new projects,
 - d) adopting principles of inherently safe design,
 - e) operating and maintaining plants and other facilities in accordance with the designated safety criteria throughout their working life
 - f) distribution of products
 - g) technical service at customer sites and other consumer interfaces
- 4) Educate customers on the safe use of products.
- 5) Provide safe and healthy working conditions for the prevention of work-related injury and ill health of employees and service providers.
- 6) Ensure that adequate resources, support and supervision are provided to employees and service providers to carry out their job safely and to continually upgrade health and safety standards.
- 7) Conduct risk assessments, safety audits and safety inspections at a prescribed frequency and take all remedial measures to eliminate hazards and reduce health and safety risks, arising of emergencies.

IMPLEMENTATION AND COMPLIANCE

This policy will be implemented by order of the BR head /Managing Director/Joint Managing Director of JNIL. The company will set goals and objectives on safety, health and wellbeing and review these periodically to ensure that these are being met. Further, there will be constant analysis of health and safety incidents, identification of root causes and implementation of corrective and preventive actions (CAPA). Appropriate action will be taken, in case of violation by an employee, as per rules and procedures framed for the purpose. It is the responsibility of employees/ other concerned persons to comply with this policy and to limit their actions/conduct within the established framework of this policy.

MONITORING AND REVIEW

BR head and in his absence Managing Director/Joint Managing Director will assess the effectiveness and review the implementation of this Policy, its applicability, appropriateness and effectiveness. Any identified improvements will be made and integrated to the policy as when required.

AMMENDMENTS

The policy may be amended at any given point of time if it appears that the relevant provision of the policy or business process has become inappropriate or ineffective or an improvement is required. Further, there may be change in prevailing laws, the implementation of which may be required under the policy. Under these circumstances or in any other situation, if the BR head/Managing Director/Joint Managing Director deems necessary, the amendment to the policy may be carried out under the signature of Managing Director/ Joint Managing Director.

Arvind Jayaswal
Managing Director, JNIL