



DCM SHRIRAM LIMITED

Environment, Health and Safety (EHS) Policy

We, at DCM Shriram Ltd., recognizing that safety and health of workers has a positive impact on productivity and socio-economic development, consider the health, safety and welfare of our employees and people in general to be of paramount importance and that a safe and healthy work environment is a prerequisite to achieve the goal of excellence in businesses.

We are committed to maintain the highest standards of Environment, Health and Safety practices in all our operations and installations for safeguarding employees and people in general by taking all practical measures for prevention of incidents, injury, ill-health as well as protection of the environment.

We shall strive to achieve the above objective through the following:

- ❖ Complying with all applicable EHS laws, regulations and standards as well as take necessary measures to go beyond compliance.
- ❖ All line managers shall have the prime responsibility of implementing the policy in their respective areas for preventing any injury, ill-health and protection of environment.
- ❖ Responsibility of contractors, sub-contractors, transporters and other agencies entering the premises & working at the factory premises shall be laid down through formal contract agreements and procedures.
- ❖ EHS requirements shall be integrated into decision making during purchase of plant, equipment, machinery, materials and selection and placement of personnel.
- ❖ All incidents including near misses shall be reported and investigated for taking the necessary corrective and preventive measures.
- ❖ Conserve natural resources & reduce energy and wastage of materials through Reduce, Reuse & Recycle philosophy to minimize our environmental footprint and promote Circular Economy for Sustainability.
- ❖ Encourage development of safer and cleaner manufacturing processes for continual improvement of EHS performance for mitigating Climate Change.
- ❖ An effective system and arrangements shall be put in place for communicating, educating and consulting on EHS matters and securing the co-operation of employees in implementing this Policy.
- ❖ Necessary training and information shall be given to employees at all levels as well as the general public, wherever required.
- ❖ Work in partnership with stakeholders including Government agencies to promote awareness on EHS issues and disseminate best practices on Sustainability.
- ❖ EHS performance shall be linked to the career advancement of employees.
- ❖ Safety committee meetings shall be conducted at regular intervals to involve workers in building good EHS culture and continually improve EHS performance.
- ❖ Ensure awareness and engagement of all employees on EHS including contractors, sub contractors, transporters, suppliers and customers.
- ❖ Regular risk assessments and EHS audits shall be conducted and remedial measures be implemented for achieving excellence in EHS performance.
- ❖ Remain adaptive towards evolving ESG Reporting incorporating EHS performance in the annual report.

The policy shall be reviewed and suitably modified in case of any change in the processes or businesses that may impact any of the EHS aspects. The policy shall be shared with all the key stakeholders and displayed at all the sites and offices.

A handwritten signature in blue ink, appearing to read "K K Sharma".

(K K Sharma)

Occupier & Whole Time Director (EHS)

15th March 2022