

Godfrey Phillips India Limited
Environment, Health & Safety Policy

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I. Introduction

Godfrey Phillips India Limited (hereinafter referred to as “GPIL” or “the Company”) recognizes the impact that its activities may have on the people and the environment. Safety, Health and protection of the Environment forms an integral part of the Company’s decision making and operations. The Company manages its business in an ethical way that strikes an appropriate and well-reasoned balance between economic, social and environmental needs. Pursuance of its commitment of protecting the environment and creating a safe workplace for its employees, the Company has formulated Environment, Health and Safety Policy (hereinafter referred to as “Policy”)

II. Scope and Applicability

This Policy is applicable to all employees, workers, customers and visitors within the premises of GPIL and its subsidiaries.

III. Policy Statement

GPIL is committed to maintaining and continually improving its Environment, Health and Safety (hereinafter referred to as “EHS”) management systems to ensure that:

- a) Operations and facilities meet or exceed all applicable environment, health and safety rules, laws and regulations.
- b) EHS management systems is aligned with the esteemed and industrially recognized standards like ISO 14001 and ISO 45001.
- c) Prevention of workplace injuries and ill-health and provide employees with a safe, healthy and hygiene working environment.
- d) Dedicated training for all the employees of the Company on EHS policy and safety practices like EHS incident management, ergonomics in the workplace, fire, emergency and natural disaster safety procedures, safe work practices and industrial hygiene.
- e) Establish consultation process and ensure participation of workers, and their representatives (when applicable) in the decision-making process for health and safety matters.
- f) There exists a plan that addresses national, regional, and/or local outbreaks of pandemics, diseases, infections.
- g) It holds the health and safety of its value chain partners and community in highest regard. Suppliers who do business with the Company are encouraged to maintain a focus on health at their site. In addition, any supplier representative providing on-site services at the Company facility/office must adhere to both applicable regulations and the Company’s safety standards.
- h) Company takes appropriate action to protect the environment by taking initiatives to reduce the emission generations, increasing water and waste recycling capacity, conserving biodiversity etc.
- i) Company sets targets and commitments on health and safety matters, and periodically assesses the performance.

IV. Review

The Policy shall be reviewed by the Head of Human Resources annually or in compliance with the amendment made to the applicable Act or enactment of any other Act, rules and regulations made thereunder.

V. Communication of the Policy

The Policy will be available on the corporate website www.godfreyphillips.co.in

VI. Version Control

Version	Change Description	Date
1.0	Formulated comprehensive policy with extended scope	27/05/2023
1.1	Added clause on worker participation and setting targets and commitments.	11/11/2024