

Occupational Health, Safety and Environment Policy

It is the policy of Kansai Nerolac Paints Limited (KNPL) to conduct its activities in such a way as to take the foremost account of the Occupational Health and Safety of all the individuals working in its plants and business facilities and to give due regard to the protection of Environment. Every employee must be familiar with following key points and fully support them.

- KNPL attaches high priority to this policy, which is applicable to all its business functions and it is as important as its other business objectives. The management ensures that declared policy is made available to all employees and & its subsidiaries / associate companies and a separate document is available mentioning roles & responsibility at different level.
- For KNPL, safe and healthy working conditions are of utmost importance and thus it remains committed to ensure safe and healthy working environment to all its employees. KNPL shall make continual efforts to prevent accidents and harm to occupational health and environment. Employee at every level is responsible for the observance of the measures designed to prevent accidents and avoidable environmental pollution. While working for KNPL, every employee shall ensure its own as well as others' safety and be sensitive towards minimizing the environmental impact. The attitude towards safety shall be a vital factor in determining the career advancement.
- Training, relevant information, participation, consultation and communication are essential elements in meeting occupational health, safety and environmental objectives. To this end, KNPL shall provide training as well as channels of participation, consultation and communication at every level in the organization. Safety Committee, Safety Newsletters, Safety Bulletins, Safety Contests, suggestion box are a few examples.
- KNPL shall ensure that contractors working on its behalf maintain satisfactory occupational health, safety and environmental standards.
- KNPL shall ensure all injuries, accidents, near miss and incidents endangering environment are reported, investigated and accordingly corrective actions are taken. Safety, health and environmental audits form important tools in maintaining high occupational health standards, improving safety performance and environmental control.
- Every effort shall be made on elimination, minimization and / or control of hazards and associated risks related to occupational health and safety.
- Every effort shall be made to provide our products, together with practical advice on their handling, use and application, which will not cause any injury, harm to health or have an adverse impact on environment when handled, used or applied in accordance with the advice.
- Every effort shall be made for sustainable resource use, adaption and mitigation of climate change and protection of biodiversity and ecosystem. Our major focus areas are Management of Water consumption, Emissions, Energy Usage, Waste Reduction and Carbon Footprint reduction.
- Occupational health, safety and environmental protection shall be one of the conditions of employment and in all our contracts. Adequate training shall be provided to ensure employees are competent to do their work.
- The company shall conduct due diligence with respect to the environmental protection, Occupational health & Safety standards, legal compliances of any new business that it intends to acquire or merge with KNPL.
- The Management is committed to comply with the current applicable OHS&E legislation and other requirements to which the company subscribes and shall provide the necessary authority and resources to its personnel to achieve the same.

- The Occupier of the company or his representatives shall closely monitor the company's OHS&E performance, maintenance of safe working conditions, risk control measures and clean & tidy workplace in line with OHS&E plan and objectives and strive for a continual improvement in the same. The Health, Safety & Environmental performance shall be published in annual report.
- “The supplier code of conduct” sets forth the requirements to be met by the supplier / contractor / service providers with respect to environmental protection, Occupational health & Safety.
- The company will actively participate in promoting the agenda of ESG in industry forums and trade associations, where it is a member of.

It is my conviction that the above policy and its key points are of equal benefit to the individual employees and to KNPL as a company. The Top Management Team will review this policy once in a three year; however depending on business need, it can be modified. The policy is available to the interested parties, as appropriate.

March 25, 2021

H. M. Bharuka
Vice Chairman and Managing Director