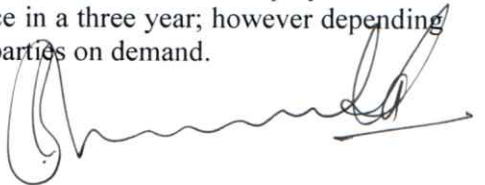


Occupational Health, Safety and Environment policy

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 (OH&S) of its employees and all the individuals working in its plants 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 a separate document is prepared mentioning roles & responsibility at different level.
- All accidents and harm to occupational health and environment should be prevented. The employee at every level is responsible for the observance of the measures designed to prevent accidents and avoidable environmental pollution. All employees must ensure that they work with due regard for their own safety and that of others and minimize the environmental pollution. The attitude to safety shall be a factor in determining their career advancement.
- Training, relevant information, consultation and communication are essential elements in meeting occupational health, safety and environmental objectives. To this end, KNPL provides training as well as channels of consultation and communication at every level in the organization. Safety Committee, Safety Newsletters, Safety Bulletins, Safety Contests, suggestion box are a few examples.
- KNPL uses its best endeavours to ensure that contractors working on its behalf maintain satisfactory occupational health, safety and environmental standards.
- All injuries, accidents, near miss and incidents endangering environment must be reported, investigated and correctives actions 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, minimisation 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, climate change mitigation and adoption and protection of biodiversity and ecosystems.
- 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 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 OH&S and environmental 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.

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 on demand.



H.M. Bharuka
Vice Chairman and Managing Director

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