



## SAFETY POLICY

**Grasim Industries Limited** ("Grasim/Company"), recognizes that safe workplace and safety conscious personnel are the core of sustainable development. We are committed to continuously enhance operational safety procedures and performance as well as safeguarding the safety of all our employees including contractors, business partners, vendors, and visitors.

We shall endeavor to:

- Work with the fundamental belief that all injuries and acute occupational illness can and must be prevented. Working safely is a condition of employment.
- Maintain positive legal compliance to workplace safety regulations and other requirements.
- Provide a safe workplace by identifying, assessing, and reducing risks to as low as reasonably practicable (ALARP) from process, machinery, infrastructure and human behavior.
- Achieve continual improvement in our safety performance by setting objectives/targets, developing, deploying and maintaining standards and systems.
- Develop the will, knowledge and skill among employees / contractors / partners to demonstrate their involvement, responsiveness and accountability to achieve sound safety practices and performance.
- Consult with and ensure the participation of employees and, where they exist, worker's representatives, in the development of safety policy, objectives and the wider safety management system.
- Continue to strengthen our systems and procedures for preventing and mitigating any potential emergency situations.
- Continue to measure, monitor and benchmark our safety practices and performance.
- Conduct regular audit and take actions on audit findings / observations to ensure continued conformance to system requirements.
- Report and investigate all incidents for learning and to prevent reoccurrence.

This policy shall be reviewed periodically for its suitability and updated as necessary.

*Himanshu Kapania*

Himanshu Kapania  
Managing Director, Grasim Industries Limited  
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