



बामर लॉरी एण्ड कं. लिमिटेड  
(भारत सरकार का एक उद्यम)  
**Balmer Lawrie & Co. Ltd.**  
(A Government of India Enterprise)

## HSE & Sustainability Policy

Balmer Lawrie's mission is to sustain and enhance the wealth-generating capacity of its businesses by balancing social, environmental, and economic considerations. As an integral part of our business philosophy, we are committed to protecting the environment and providing a safe and healthy workplace for our employees, communities and stakeholders. We comply with all statutory legislation and regulations and aim to continuously improve our Health, Safety and Environment (HSE) performance.

### Balmer Lawrie strives to achieve these objectives by:

- Advancing a sustainable HSE culture through active leadership
- Integrating environment protection initiatives and occupational health & safety with all business processes to avoid harm to employees, contractors, visitors and the community
- Developing, implementing, and maintaining a proactive HSE Management System to prevent adverse environmental impact and mitigate occupational health and safety risks
- Providing and maintaining facilities, equipment, operations and working conditions which are safe and environment friendly for employees and other stakeholders at the Company's premises
- Conserving natural resources, minimising waste generation and environmental emissions, reducing carbon footprint and recycling waste to reduce environmental impact
- Promoting awareness, providing appropriate training and disseminating information to enable all employees to accept individual responsibility for health, safety and environment
- Instilling a sense of responsibility in every employee towards personal safety, as well as that of others who may be affected by the employee's action
- Implementing regular and risk-based health surveillance system
- Actively engaging contractors, suppliers, business partners and visitors for safe performance of their part of responsibility
- Implementing a system of regular inspection and audit which meets or exceeds the requirements of laid down policy, benchmark standards and requirements of laws, regulations and applicable codes of practice
- Encouraging communication, consultation and collaboration with all stakeholders and local communities on operations, likely hazards and emergency response system to mitigate the harmful impacts of product life cycle and supply chain

Balmer Lawrie's business model is based on the creation of shared value for the Company and the society. We communicate with neighboring communities and their emergency services, educate them through adequate health and safety awareness programs and thus, prevent accidents outside our premises

Balmer Lawrie works with Government, semi-Government other related organizations to develop and support projects for the benefit of the communities where it operates. This policy is part of Balmer Lawrie's Sustainability Framework and each business shall implement this policy and its related technical and performance standards. The content and implementation of this policy will be reviewed periodically.

Date: 21.02.2022

रा. शर्मा

Chairman & Managing Director