



Environment, Occupational Health and Safety (EHS) Policy

Purpose: At Jubilant Ingrevia Limited, we recognize that excellence in Environment, Occupational Health and Safety (EHS) is essential to achieving long-term sustainability. We are committed to safeguarding health, ensuring safe operations, and conserving resources through proactive risk management, adherence to global standards, and continuous enhancement of EHS practices. EHS excellence is deeply integrated into our organizational culture through our unwavering commitment to sustainability, Responsible Care® principles, climate action, and green supply chain initiatives.

Scope: This policy applies to Jubilant Ingrevia Limited and its subsidiaries, including their employees, contractors, suppliers, service providers, and customers. Each subsidiary shall adopt this Policy or establish an equivalent framework to ensure consistent implementation across the company.

Objective:

- Goals to continually improve health, safety, and environmental performance and to work towards zero harm.
- Commit to complying with all applicable EHS laws, regulations, and other requirements.

We shall achieve this by:

- Complying and going beyond all applicable country specific statutory, legal and other requirements in respect of 'Environment, Occupational Health & Safety'.
- Initiating efforts and building the EHS Culture where everyone is accountable to prevent or minimize the impact on Environment, Occupational health and Safety to all personnel working directly or indirectly with us or community around by establishing Environmental, Process Safety and Workplace Safety systems.
- Optimizing resource utilization for protection of environment including pollution prevention, energy & water conservation and reduction of waste & emissions.



- Providing safe and healthy working conditions for the prevention of work-related injuries and ill health by eliminating hazards and reduction of Risks by involving and empowering all personnel.
- Systematically assess risks, establish clear priorities, and implement structured action plans with defined responsibilities and timelines.
- Establishing adequate processes and controls in consultation and participation for assigning the responsibilities of employees, workers, contractors, subcontractors, transporters, and other agencies entering the premises towards EHS management systems.
- Ensure active involvement of workers and, where applicable, their representatives in decision-making and continuous improvement of OHS practices.
- Establishing, measuring and Continually Improving EHS performance by setting objectives, targets and key performance indicators at individual level and sharing companywide performance as a part of sustainability report.
- Ensuring regular audits, hazard and risk assessment of the processes and services by internal and external experts to continually enhance EHS performance.
- Integrating EHS aspects into all decisions dealing with purchase of equipment, machinery, material as well as in the process of selection and placement of personnel and service providers to promote inherent safe design.
- Making continual efforts to create a pro-active and learning organization to enhance EHS awareness and competence among employees and EHS performance as a part of their career advancement. Engaging business associates and community through effective stakeholder engagement, communication and training.
- Regular training sessions, led by both internal experts and external specialists, build awareness and reinforce compliance with health and safety protocols across the organization

The Company shall design, develop, manufacture, handle, store and distribute its products in a manner that minimizes the risk to human beings and environment to go beyond compliance in all aspects of EHS.



Accountability: The CEO will be accountable for overseeing and controlling the policy, while Function Leaders will be responsible for full implementation within their respective areas. The Policy will be reviewed periodically and updated as required, with any revisions subject to approval by the CSR and Sustainability Committee.

A handwritten signature in blue ink, appearing to read "H.S.B.", with a long horizontal stroke underneath.

Hari S Bhartia
Co-Chairman