



HEALTH SAFETY SUSTAINABILITY ENVIRONMENT (HSSE) POLICY



ECNGDPL is committed to the safety of every employee and its stakeholders. Safety is paramount to us while performing our operations efficiently & effectively. We aim towards Zero harm to People, Assets, Environment and Reputation. HSSE performance is everyone's responsibility with a right to intervene with respect. We intend to have a generative safety culture driven by demonstrative HSSE leadership.

Our aim is to achieve high standards in Environment Protection, Safe Operations, Asset Integrity, Social Responsibilities by adopting OHS (Occupational Health Safety) and EHSS (Environment Health Safety & Sustainability). Our EHSS will help to minimize incidents, provide continuous development to our employees and stakeholders at workplaces enhancing company's reputation. This will be achieved by:

ENVIRONMENT

- Complying with all applicable laws and regulations.
- Efficiently utilizing energy and natural resources.
- Minimizing the greenhouse gas emissions.
- Minimizing and appropriate disposal of waste water and hazardous waste.

SOCIAL RESPONSIBILITIES

- Providing a safe work environment with adequate health & hygiene facilities.
- Providing appropriate PPE related to work procedure & product as per Safety Data Sheet.
- Complying with statutory provisions for employment and compensation.
- Continuously upgrading competence of employees and stakeholders through training.
- Implementing a grievance redressal mechanism for workers and the community.

HEALTH SAFETY AND SECURITY

- Adopting an HSSE management system with defined responsibilities and communication channels.
- Developing and rehearsing the emergency response plan to quickly respond to emergencies.
- Conducting business as per applicable Laws, Regulations, Standards and relevant International Codes.
- Implementing system of Risk analysis, inherent safety design and Standard Operating Procedures.
- Regular Health Checks, Drug & Alcohol Policy.
- Implementing robust Incident Reporting, Investigation and Transport Safety Management System.
- HSSE performance review and gap analysis against set Key Performance Indices (KPIs).
- Recognizing outstanding Environment, Health, Safety & Social performance by employees and stakeholders.
- Ensuring that the security of personnel and property is carried out in accordance with relevant human rights principles.
- Proactively identifying and preventing spread of pandemic at workplace and providing safe working conditions to employees and stakeholders.

The company is committed to visibly and rigorously support the implementation of this policy. A good HSSE performance will continue to earn us the trust and confidence of all our stakeholders and community at large.

KARAN CHOPRA
CEO
Date: