



Corporate Environment, Health & Safety (EHS) Policy

Introduction

Stallion India Fluorochemicals Limited is unwavering in its commitment to excellence in environmental stewardship, health, and safety practices as fundamental components of its operational ethos and key drivers of its global success. The protection of our employees, stakeholders, and the natural environment is not just a responsibility but a cornerstone of our strategic vision.

Our Commitment

I. Comprehensive EHS Integration:

EHS considerations are ingrained in every facet of our business. From the earliest stages of project tendering to the detailed processes of planning, design, workforce recruitment, procurement, production, and all the way through to execution, operation, and maintenance, EHS principles guide our decisions and actions.

II. Adherence to Legal and Other Requirements:

We abide by a strict compliance framework that surpasses the mandatory legal and other EHS-related requirements applicable in all our geographies of operation. This framework includes international standards, local laws, and internal benchmarks that set the stage for best-in-class EHS performance.

III. Enhanced Workforce Welfare:

Recognizing the direct correlation between employee welfare and productivity, we implement comprehensive welfare programs. These initiatives encompass habitat improvements, healthcare facilities, recreational activities, and family support services, all aiming to foster a resilient and motivated workforce.

IV. Targeted Education and Culture Building:

Our EHS training curriculum is constructed to impart essential knowledge and cultivate a culture of safety and environmental consciousness. Skill augmentation programs, behavioral safety training, and leadership development in EHS are delivered regularly to all levels of personnel.

V. Risk Management and Environmental Preservation:



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We employ a systematic approach to identify, assess, and manage EHS risks. This includes the diligent application of operational controls, emergency preparedness plans, and technology-driven solutions to prevent environmental pollution, resource depletion, and health hazards.

VI. Sustainable Practices and Resource Efficiency:

Our sustainable resource management focuses on reducing the consumption of energy, water, and raw materials, enhancing waste management through reduction, reuse, and recycling practices, and adopting low-carbon technologies to curb greenhouse gas emissions.

VII. Inclusive Stakeholder Engagement:

We maintain transparent EHS communication channels with all stakeholders. Our participatory approach encourages suggestions and feedback, ensuring a collaborative and proactive EHS management system.

VIII. Objective-Driven Improvement:

With a commitment to continuous improvement, we set quantifiable and reviewable SMART EHS objectives that are regularly monitored for effectiveness and relevancy. This continuous improvement cycle is a fundamental aspect of our strategic EHS management and corporate governance.

Policy Implementation

To bring this policy to fruition, specific responsibilities are assigned across various levels of our organization:

I. Leadership Responsibility:

Top management demonstrates its commitment through visible leadership, policy endorsement, and the provision of necessary resources for effective EHS management.

II. Managerial Accountability:

Managers and supervisors are accountable for enforcing EHS procedures, ensuring employee compliance, and facilitating access to EHS training.



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III. Employee Involvement:

All employees are expected to adhere to EHS guidelines, participate in training programs, and proactively report potential risks or incidents.

IV. Monitoring, Review, and Continuous Improvement

Our EHS performance is subject to regular monitoring, auditing, and review to ensure compliance with this policy. These practices include but are not limited to:

- Routine EHS inspections and audits.
- Periodic reviews of EHS objectives and performance.
- Incident investigations followed by corrective and preventive measures.

Effective Date and Policy Review:

This policy will take effect on the _____ and will be reviewed annually or sooner if significant changes occur within our operations or in the legal EHS landscape. This review will ensure our policy remains dynamic, relevant, and aligned with our strategic business goals.

Conclusion:

Stallion India Fluorochemicals Limited's dedication to EHS is integral to our identity and critical to our sustained success. By living up to the commitments articulated in this policy, we honor our obligation to our employees, society, and the planet.