

1. RESPONSIBILITY:

- ◆ The Company and its members are committed to provide a safe and healthy working environment and comply with all regulations for the preservation of the environment of the territory it operates in during the course of its operations. The Company and its members shall be committed to prevent the wastage of natural resources and minimize any hazardous impact of the development, production, use & disposal of any of its products and services on the ecological environment.
- ◆ The Company as a responsible corporate citizen shall consider its obligation to maintain highest standards of the environmental management and ensure for all its members, consultants, contractors and customers a safe and healthy environment free from occupational injury & diseases.
- ◆ The Company & its members shall pursue high standards of safety, health and environmental management as an integral part of efficient management of the business ensuring that all business decisions are taken after considering the safety, health and environmental implications.

2. EHS COMMITTEE:

A EHS Committee shall be constituted with the employees of the Company as members which shall also include its senior management. The EHS Committee shall be responsible for ensuring safe and healthy environment shall meet at regular intervals. The EHS Committee may form various sub-committees for effective monitoring and observance of EHS. The EHS Committee shall inter-alia be responsible for following:

- ◆ Compliance with all legislative requirements pertaining to EHS as minimum standard and where ever appropriate, institute additional measures for Environment, Health & Safety.
- ◆ Exemplary performance in Environmental, Health & safety.
- ◆ Framing of guidelines for EHS in sync with this policy.
- ◆ Review and Revision of guidelines for EHS, whenever required.
- ◆ Dissemination of information regarding EHS amongst members and promoting awareness of EHS by organizing inter department, inter unit competitions and contests throughout the year and specially on the occasion

of National Safety day i.e. 4th day of March, National Fire Service Day i.e. 14th day of April and World Environment Day i.e. 5th day of June.

- ◆ Providing at least 4 hours of EHS training to each member, contractors and others who work with the Company.
- ◆ Observation of EHS in all projects/processes wherever they are carried out.
- ◆ Implementation of guidelines laid down from time to time for safe & healthy environment.
- ◆ Encouraging voluntary involvement of members by creating conducive environment.
- ◆ Identifying the hazards and risk associated with activities, if any and take appropriate corrective measures to minimize the impact of same.
- ◆ Promote and maintain open and constructive dialogue with all employees, local communities. Regulatory agencies & other stakeholders.

3. GUIDING FACTORS FOR ENVIRONMENT:

- ◆ Sustainable development
- ◆ Monitor, control and upgrade technology to prevent pollution and conserve resources.
- ◆ All projects and processes shall be designed keeping in view environmental protection as an integral part to achieve sustainable development.
- ◆ Maximum recycling.
- ◆ Reduction in use of water consumption.
- ◆ Additional production of energy from wastes.
- ◆ Use of treated water inside the factory premises to maintain the plantation of various plants and particularly eucalyptus plants.

4. GUIDING FACTORS FOR HEALTH:

- ◆ Medical checkup before admitting any member and regular medical check - up after admission and maintenance of record thereof.
- ◆ Availability of dispensary 24 hours a day with requisite staff, equipments & necessary medicines to handle any eventuality.

- ◆ Availability of First Aid Boxes in every department/section and maintenance thereof.
- ◆ Availability of equipped ambulance at all the times to shift the patient to the nearest hospitals in.
- ◆ Imparting of Health education to members.

5. GUIDING FACTORS FOR SAFETY:

- ◆ Any accident, however trivial it may be, shall be reported. A team comprising of members of EHS Committee or any sub-Committee thereof shall investigate and find out the probable cause and suggest preventive measures. The recommendations suggested by team shall be implemented. The company and its members shall strive to achieve zero accident on sustainable basis.
- ◆ Portable fire extinguishers of required type and capacity shall be installed at appropriate places. Members shall be imparted training to operate fire fighting equipments.
- ◆ Preparation of On-site emergency plans, conducting of regular mock drill and evacuation program.
- ◆ Encouraging use of personnel protection equipments (PPE) like Head Gear, Caps, Ear Plug/Muff & Dust Mask, Gloves, Safety Belts, Gumboot, Apron & Goggles etc. However, it will be the responsibility of the members to use the safety gadgets while on duty.
- ◆ Examination of equipments at regular intervals by internal as well as external agencies.
- ◆ Dissemination of relevant information to employees relating to general safety, equipment operating safety and cautioning through visual media.
- ◆ Development of safety culture, enforcement of safety rules and accepted safe practices.

6. IMPLEMENTATION:

Trident Limited will adhere to high standards with regard to the implementation of this policy. The Chief Risk Officer shall have overall responsibility for implementing this policy and shall take internal/external approvals wherever necessary. The Chief Risk Officer shall furnish certificate regarding adherence to this policy to

Compliance Officer on periodic basis. This shall be accomplished by making continuous improvement in our operations and management systems. We will continue to strive for excellence in environmental, health & safety performance.

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