OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENT POLICY

Polycab India Limited believes in safe working environment and aims for excellence and leadership in Health, Safety, and Environment protection by continual improvement in our well-established Environment Management System (EMS) and Occupational Health and Safety Management System (OH&SMS) to international standards.

We are committed to protect the environment, provide safer and healthy working conditions to our workers including contractors, value chain partners, visitors. by identifying and eliminating all significant Environmental aspects and OH&S hazards and risks to offer safe and healthy workspace, prevent work related injuries and ill-health to our workers and accidents in our organization.

We have already established an energy management policy wherein we have committed to reduce our total energy consumption in the short term as well as long term with clearly defined responsibilities for improving the energy efficiency by performance evaluation of energy intensive equipment and by increasing our percentage use of renewal energy in the long term.

Leadership Commitment
- Polycab Leadership is committed to occupational Safety and Health performance through integration into business plans, performance reviews and update of organization's Health and Safety goals and objectives.
- It is continuously engaged in capability building, system implementation and creating a culture that manages high standard of Health and Safety.

In continuation with above, we are now committed towards continual improvement of our organizations health with effective action plans based on the following guiding principles:

Creating Awareness

- **Effective Communication.**
  - To guide the workforce in creating a safe work place we engender awareness through emails, trainings, discussions and visual management.
  - Conduct safety briefings as appropriate for internal and external stake holders and also leverage best practices and lesson learned to reduce risk at workplace.

- **Learning and Development.**
  - For our business to operate efficiently and effectively we have a trained and competent workforce. We recruit employees with the specific skills and qualifications appropriate for their job.
  - New joiners are given induction training, using the induction training program which tells them about and how to recognize hazards and risks and what they need to do to eliminate, reduce and avoid identified risks.
  - We also provide essential Need Based Training and On Job Trainings for our employees. All our trainings are recorded for subsequent analysis.

- **Continuous Employee Engagement.**
  - At Polycab we believe safe behavior to be one of the essential job requirements and hence clear roles and responsibilities are communicated and assigned to the entire workforce.
  - Myriad campaigns are carried out throughout the year with purpose of increasing awareness amongst our employees to reduce potential risks and hazards.
  - Multitudinous employee engagement activities which provide opportunities for participation like Mock drills, Safety Meeting, Fire drill, Tool Box Talks etc. are conducted periodically.

- **Risk Management.**
  - Identification
  - Identification of Hazards, Occupational Health issue, and Environmental aspect of all the processes defined in our manufacturing.

- Assessment
- We are committed to undertake risk assessments of all identified hazards related to work undertaken by our workforce.
- Control Measures and resource management.
- We eliminate identified risks wherever possible or implement suitable and sufficient control measures, based on our assessments, to reduce and manage, so far as is reasonably practicable, including risks to our workers and others. Our risk assessments are reviewed periodically, with all new work activities continuously risk assessed.

Continual Improvement
- Implement and maintain environmental, Occupational health, Safety management and Energy Management system as per the latest international standards and to continually improve its performance.
- Improve continuously for prevention of Accident, Occupational diseases and reduce any impact of our activities on Environment and Safety.
- Setting of performance indicators, implementing corrective actions and ensuring strengthened monitoring to measure HSE effectiveness.
- We are committed to identify all the types of hazardous and non-hazardous waste inclusive of e-waste and have proper disposal mechanism for all types of wastes duly quantified and how they are reused, recycled, or sold to third party and ensure zero manufacturing defects in our processes mainly aimed in the reduction of defective products.
- We are committed to reduce our water consumption over a period and ensure sustainable water management within the fence and through a water-balance diagram for monitoring the flow and consumption of water for our domestic use and processes separately.
- We are also committed to reuse the harvested rainwater to the maximum extent to reduce the freshwater consumption at site.
- We are committed to reducing our carbon footprint.

Legal Compliance
- We are committed to identify all legal obligations applicable to Polycab.
- We will adhere to applicable state and central legal compliances.
- Inspection and assessment of system performance as per HSE plan.

Consultation and Participation
- We have established various committees to ensure workforce participation in decision making.
- We encourage continual and progressive improvement for workplace Safety, Health and Environment with consultation and participation at all levels of management.

Objectives and Performance Tracking
- We track the organizations health and Safety performance goals and objectives regularly to reduce risk and hazards for ensuring our brand integrity.

Overall Polycab is fully committed to prevent global warming, make efficient use of natural resources, and reduce the waste as much as possible in a systemically manner to increase our contribution towards an environmentally safer and sustainable society aimed at continual improvement of Earth's health.