



REFEX GROUP ENVIRONMENT, HEALTH AND SAFETY POLICY

Refex Group* is committed to providing a safe and secure working environment to its stakeholders, significantly reducing its environmental footprint, and promoting holistic stakeholders' engagement to meet its broader EHS objectives. To achieve this, the Refex Group will;

- Ensure compliance with all applicable EHS practices, regulations and legislation, and industry-specific legislation in all the countries in which the Company operates.
- Ensure zero harm to people, property and to the environment through effective H&S risk management, pollution prevention, GHG emission reduction, energy & resource conservation and ecosystem restoration.
- Educate and motivate through active leadership, behavioural intervention, training, and reward programs to Refex stakeholders including but not limited to employees, workers, suppliers and vendors to work in a safe and environmentally responsible manner.
- Selection and promotion of eco-friendly and non-hazardous materials, products and services considering the life cycle approach in the Company's entire value chain process.
- Promote holistic engagement with our stakeholders, both internal and external by communicating EHS risk, performance, progress and inviting suggestions/complaints for continual improvement.

Date: 31 Oct 2022


Managing Director
(Anil Jain)

**Refex Group of Companies which shall mean and include its holding company, subsidiaries, affiliates, and associate companies.*