



- Synthite Industries Pvt Ltd is committed to continual improvement of Environment, Health, and Safety (EHS) in operations while pursuing sustainable development. Synthite Industries Pvt Ltd is committed to the conservation of the planet's resources, the sustainable sourcing of materials, and the responsible operation of our facilities. This policy sets out our approach to making continuous improvements in managing occupational Health Safety and the environmental impacts.
- We are committed to providing a Safe and Healthy work environment for all Employees, Contractors, Sub Contractors, Transporters, and Visitors and maintain a high degree of safety standards in all installations right from the design to disposal in the factory.
- We ensure strict compliance with all rules, and regulations with respect to OHSMS & EMS
- We comply with all applicable Safety, Health, and Environmental legal requirements and remain responsible corporate members of the community.
- We meet or exceed all applicable laws and regulations in all the countries in which we operate related to Environmental Management and occupational health safety management.
- We are committed to managing, measuring, and minimizing our environmental impacts across our operating facilities, including energy use; greenhouse gas and other air emissions; local pollution; materials use and waste; and water use and disposal. We pledge to conserve natural resources such as power, water, wood, coal, and oil through optimal utilization.
- We are committed to preventing pollution, accidents, injury, and ill health: We strive to find measures to mitigate adverse environmental impact and minimize occupational health and safety risk.
- We are committed to meaningful consultation and participation of workers and their representatives in all matters related to Environment, Health, and Safety. We ensure that employees at all levels are informed, consulted, and encouraged to actively participate in the development, implementation, and continual improvement of our EHS management systems. This includes involvement in hazard identification, risk assessment, incident investigation, control measures, policy formulation, and performance evaluations. We promote an open culture where suggestions, concerns, and feedback related to EHS are welcomed and acted upon constructively.
- We maintain a formal and accessible mechanism for reporting EHS incidents, hazards, and near-misses through dedicated reporting channels (digital platforms, incident report forms, and direct communication to supervisors or EHS officers). All reports are reviewed promptly, corrective actions are implemented, and feedback is provided to the reporting individual to close the loop.
- We aim to engage with our employees, customers, and suppliers to promote environmental stewardship across our value chain and address shared challenges including climate change, water scarcity, and biodiversity loss. We set goals related to sourcing materials from fully traceable, certified

sustainable sources, and work directly with farmers to help them meet our standards. Also work with customers and other stakeholders to address lifecycle impacts such as packaging, transportation, and product end-of-life.

- We have established measurable EHS Goals and Targets to drive performance improvement, including: Vision Zero across all units by 2030, ISO 45001 and ISO 14001 certification across all units. Achieving LTIFR Average < 2 and MTIFR Average < 4.5 across all units by 2026.
- We make the EHS policy known to all our employees, business, and society associates. We create awareness and develop skills and competence amongst employees towards a "Sustainable, Safe, and Green" world. This policy will be communicated to all relevant stakeholders, including employees, contractors, suppliers, customers, local communities, and regulatory authorities, through appropriate channels such as inductions, training sessions, internal communications, public disclosures, and stakeholder engagement meetings.
- Our Occupational Health Safety Management System (OHSMS) is based upon the structure of the international ISO45001 standard, and the Environmental Management System (EMS) is based upon the structure of the international ISO14001 standard. We are continually striving to improve the effectiveness of ISO 45001 and ISO 14001 management systems through periodic reviews of the EHS Objectives.
- We shall create and maintain Safety, Health and Environment consciousness among the employees by continuous training and awareness programs.
- We shall strive to achieve the safest work conditions and nil accident rates by improving our system through periodical training, inspection, audits, reviews, suggestion schemes and investigations.
- All the levels of the organization are responsible for actively participating in our occupational health Safety programs and environmental program.
- All employees, contractors, and other workers are responsible for observing environmental and occupational health Safety requirements and reporting environmental and occupational health Safety incidents.
- Our Corporate EHS head is ultimately responsible for setting company-wide Occupational Health Safety and Environmental objectives and targets. Area/ Unit EHS officers are responsible for the implementation of our OHSMS & EMS at the facility level. They are also responsible for reviewing and responding to occupational Health Safety and Environmental incidents and reporting them both to any applicable government agency and the Synthite leadership team.
- COO/Head of operation is responsible for ensuring the continued oversight of the policy across the business.
- The policy will be reviewed at least once every three years to ensure that its requirements remain relevant and implementation remains effective.



Aju Jacob, Managing Director

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