



INDIAN PHOSPHATE LIMITED

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Health, Safety, Security, Environment, and Quality (HSSEQ) Policy

- 1. Regulatory Adherence:** We commit to fully comply with all pertinent scientific, regulatory, and other standards concerning health, safety, environmental protection, quality, and human resources.
- 2. Sustainability & Collaboration:** Through robust communication and partnerships, we aim to foster a sustainable culture and implement comprehensive health, safety, security, environment, and quality initiatives.
- 3. Risk Mitigation:** We prioritize minimizing risks in health, safety, security, and environmental aspects throughout our product's lifecycle, from design to distribution, aligning with stakeholders' expectations.
- 4. Sustainable Web Presence:** We integrate sustainability as a paramount factor in our website decision-making processes.
- 5. Zero-Tolerance Approach:** Our goal is to cultivate a venue devoid of accidents and injuries by adhering to a strict no-compromise policy on safety.
- 6. Hazard Management:** We endeavour to identify, eliminate, or at the very least, diminish hazards to ensure the safety and well-being of all associated individuals and communities.
- 7. Continuous HSSEQ Enhancement:** By leveraging digital tools and contemporary techniques – ranging from periodic security checks, quality assurance, to risk assessments – we're committed to perpetual improvement in health, safety, security, and environmental compliance.
- 8. Environmental Stewardship:** Our responsibility extends to safeguarding the environment by minimizing our ecological impact, championing resource conservation, and ensuring pollution prevention and waste reduction.
- 9. Comprehensive Management System:** We uphold the Responsible Care Management System (SSC) and sustainable practices, defining roles and responsibilities for all – employees, contractors, and visitors – within our premises.
- 10. Awareness & Education:** We pledge to boost awareness and understanding of our HSSEQ standards, providing consistent education and training to relevant stakeholders.
- 11. Transparent Communication:** Our sustainability performance metrics are transparently communicated to our staff, clients, community, business affiliates, and other relevant entities.
- 12. Resource Commitment:** We allocate necessary financial and human resources to ensure the unceasing enhancement of our quality management systems across product and process lifecycles.
- 13. Continuous Learning:** We champion continuous learning, striving to heighten awareness and proficiency among all related parties.
- 14. Performance Goals:** We establish and routinely evaluate our HSE performance benchmarks, aiming for constant refinement through the implementation of our OH&S management program and a reduction in our environmental footprint.

By adhering to this policy, we affirm our commitment to a safer, more sustainable, and quality-driven future.

Date: 1st January 2022

Ravinder Singh (Director)

Indian Phosphate Limited

