

# Balmer Lawrie & Co. Ltd.

## HSE & Sustainability Policy

Balmer Lawrie is committed to the goal of sustainable development by balancing social, environmental and economic considerations whilst managing its businesses. It will develop leadership committed to Health Safety and Environment (HSE) and strive to adhere to best standards of HSE management system in its entire operation and thus contribute to the overall betterment of our employees, communities, and other stakeholders.

### Health and Safety

Balmer Lawrie is committed to operating in a safe manner and work towards an accident free workplace by:

- Provide Health & Safety training across all levels of organizational hierarchy.
- Abide by applicable OHS regulations & maintaining a positive culture of health & safety.
- Identifying and mitigating occupational health and hygiene hazards.
- Actively engaging with contractors, suppliers and business partners for safe performance of their part of responsibility.
- Reporting and investigating all incidents to prevent recurrence.
- Integrating health & safety with all business decisions.
- Periodically auditing & reviewing progress for continual improvement.

### Environment

Balmer Lawrie aims to preserve the ecological balance in its areas of operations by:

- Adhering to environmental standards & applicable Environmental legislations thereby minimizing the environmental impacts of its operations.
- Improving energy efficiency, reducing emissions to air, water and land using best available technology and thereby address to the cause of climate change.
- Work with stakeholders to mitigate the environmental impacts of product life cycle and supply chain.

### Social Responsibilities

Balmer Lawrie will strive to provide a HSE conducive work ambience to all its employees and contribute to the social and economic development of communities associated with its operations and in its neighborhood. To achieve this BL will:

- Identify communities and other stakeholders associated with its operations and/or in its neighborhood and actively engage with them throughout the life cycle of its operations.
- Work with governments – central & state, local authorities, inter-governmental and non-governmental organizations and other concerned parties to develop and support projects for the benefit of the communities where it operates.
- Treat all employees including indirect personnel engaged for and/or in connection with company's operation/activity equally in the matter of health, safety, and well being.
- Strictly enforce a smoke, drug and alcohol free workplace and work towards minimizing adverse effect of occupational hazards to the best of its ability.



Date: 1-10-2015



Chairman & Managing Director