

## **ICI INDIA SSHE POLICY**

The Company's objective is at all times to ensure that:

- (a) its activities are conducted safely;
- (b) the health of its employees, its customers and the public will be protected;
- (c) environmental performance will meet contemporary requirements;
- (d) its operations are run in a manner acceptable to the local communities;
- (e) employees, capital, information and other assets will be protected from deliberate harm, damage or loss.

In particular ICI India will:

- (1) Comply with relevant laws and regulations and take such additional measures as may be considered necessary.
- (2) Ensure that all activities are conducted in a manner consistent with ICI India Safety, Security, Health and Environmental Standards.
- (3) Set demanding targets and measure progress to ensure continuous improvement in safety, security, health and environmental performance.
- (4) Require every member of staff, and those who work on our behalf, to exercise personal responsibility in preventing harm to themselves, others and the environment, and enable them to contribute to every aspect of

safety, security, health and environmental protection.

- (5) Manufacture only those products that can be transported, stored, used and disposed of safely.
- (6) Seek to develop new or modified products which assist in conserving the environment and lead to sustainable development.
- (7) Provide appropriate safety, security, health and environmental training and information for all staff.
- (8) Provide appropriate safety, security, health and environmental information for all contractors and others who work with us, handle our products, or operate our technologies.
- (9) Communicate openly on the nature of our activities, encourage dialogue and report progress on our safety, security, health and environmental performance.
- (10) Promote the interchange of safety, security, health and environmental information and technology throughout ICI India and make our expertise and knowledge available to relevant statutory authorities.
- (11) Encourage, through positive interaction within the industry, the worldwide development and implementation of the principles of the Chemical Industries 'Responsible Care' initiative.
- (12) Regularly monitor the application of this SSHE Policy.

This Policy applies throughout ICI India.

## **RESPONSIBILITIES**

### **The Board**

The Board has overall responsibility for compliance with the Safety, Security, Health and Environment (SSH&E) policy of the Company.

### **The Managing Director**

The Managing Director, subject to the control and supervision by the Board, is responsible for ensuring that reasonable care and precautions, commensurate with the norms of prudent management, are taken in conducting the Company's operations, so that the above policy is fully implemented.

### **Whole-time Director**

To assist the Managing Director in evolving effective mechanisms for the Company's diverse operations to ensure full compliance with this policy, one Whole-time/Executive Director is nominated to maintain an overview of safety, security, health and environment across the businesses of the Company. The nominated Director will be responsible for provision of standards and reporting procedures.

### **Business Chief Executives**

Business Chief Executives and Heads of Functional Departments will be responsible for establishing, implementing and monitoring the SSH&E policy for

their respective businesses/functions consistent with local laws and the standards and procedures provided.

### **Line Management**

Safety, health, protection of the environment and protecting assets and information from deliberate harm, damage or loss are primarily Line Management accountabilities and the Business Chief Executives/Heads of Functional Departments will discharge their responsibility for compliance with the Company's SSH&E policy through their General Managers, Business Managers, Works/Site Managers and Line Managers in their respective areas of activity.

### **Employees**

It is the duty of all employees to exercise personal responsibility and co-operate in doing all they can to prevent harm to themselves and others and to the environment and protect assets and information from deliberate harm, damage or loss. The Business Chief Executives/Heads of Functional Departments will take suitable measures through their staff to ensure that the employees discharge their duties and extend their co-operation in this regard.

### **SUPPORT AND ADVICE**

The Board will provide adequate resources for the implementation and monitoring of the Company's SSH&E policy as indicated above.

Each site and department, where appropriate, will have its written procedures for safety, security, health and environmental protection which will be prominently displayed so as to bring to the attention of all their employees. It will be made clear to all employees that their efforts in the area of safety, security, health and environment will be valued equally with their contributions to the Company's

business. The Business Chief Executives/Heads of Functional Departments will be responsible for ensuring that these written procedures are made known and complied with fully and effectively and that employees operating any plant or conducting any operation which carries any safety, security, health or environmental hazard have been equipped with appropriate training for this purpose.