

Health and Safety Policy



At Ipca, our aim is to achieve "Goal Zero" in terms of incidents and injuries to people. We are committed to creating and maintaining a safe and healthy work environment for individuals associated with our operations.

This policy applies to employees, contract personnel, clients, visitors and anyone else present for the purpose of work. We encourage suppliers, vendors and value chain partners to adopt similar health and safety standards. To make Safety, Health & Environment an integral part of our business, we adhere to the following principles:

Guiding Principles

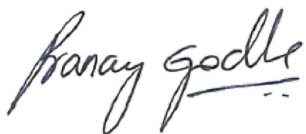
- **Prevention:** We prioritize the prevention of accidents, injuries, and work-related illnesses through proactive measures, hazard identification, risk assessment, and effective controls.
- **Compliance:** We comply with all applicable health and safety laws, regulations, and standards, as well as internal policies and procedures. We continuously monitor and update our practices to ensure compliance and effectiveness.
- **Training and Education:** We provide comprehensive health and safety training and education to all employees to ensure they are equipped with the knowledge and skills necessary to perform their work safely.
- **Hazard Control:** We implement robust hazard control measures, including engineering controls, administrative controls, and personal protective equipment, to mitigate risks and hazards in the workplace.
- **Communication and Consultation:** We foster open communication and consultation between management, employees, and relevant stakeholders regarding health and safety matters. We encourage the reporting of hazards, near misses, and safety concerns to facilitate timely action and continuous improvement.
- **Continuous Improvement:** We are committed to continuously improve our health and safety performance through regular monitoring, measurement, evaluation, review of our policies, procedures and practices.

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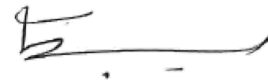
- **Emergency Preparedness:** We develop and maintain comprehensive emergency response plans and procedures to effectively respond to and manage emergencies, including accidents, spills, and natural disasters.
- **Contractor Safety:** We ensure that contractors and subcontractors working on our premises adhere to the same health and safety standards as our employees. We provide adequate supervision, training, and oversight to ensure their safety.
- **Leadership and Accountability:** We promote a culture of health and safety leadership at all levels of the organization. Management is accountable for providing a safe working environment, while employees are accountable for following safe work practices and procedures.
- **Sustainability:** We recognize the importance of integrating health and safety into our overall sustainability strategy. By prioritizing the health and safety of our employees and stakeholders, we contribute to the long-term success and resilience of our business.

Review Mechanism:

The Health and Safety Policy will be reviewed periodically by the Health and Safety Committee to ensure its ongoing relevance, effectiveness, and alignment with legal requirements and best practices. Feedback from employees, stakeholders, and relevant authorities will be considered during the review process. Any necessary updates or revisions to the policy will be communicated to all stakeholders. Additionally, regular audits and inspections will be conducted to assess compliance with the policy and identify areas for improvement.



Pranay Godha
Managing Director & CEO



Ajit Kumar Jain
Managing Director & CFO

Date: 21st February 2024