



Deepak Novochem Technologies Limited

Title: HEALTH, SAFETY & ENVIRONMENT(HSE) PROTECTION POLICY
Policy No.: SF/HSE/01

Rev. No.: 01

Issue Date: 1st January 2022

HEALTH, SAFETY & ENVIRONMENT (HSE) PROTECTION POLICY

The DNTL attaches the highest priority in its business objectives to the promotion of Health, Safety and Environment Protection.

DNTL commits to ensure safe operations in all business processes in order to minimize injuries to personnel (its own and all those engaged in company related activities), damage to property, neighborhood and environment-ecosystem. Further, it shall pursue the intents of policy with all its business Suppliers, Contractors to the extent reasonably possible.

With a view to achieve the HSE policy objectives the company shall-

- Endeavor to provide safe and healthy working conditions for all employees to prevent & eliminate work related injuries & ill health through continual monitoring of any Unsafe working conditions & Unsafe acts.
- Complete the set Objectives and Targets of OH & S in timely manner.
- Strive for conservation of natural resources such as water and fuel.
- Reduce waste generation and shall ensure that unavoidable waste disposed off in a safe & eco-friendly means.
- Endeavour to monitor & reduce pollution of air, water, noise, land.
- Involve all employees in Health, Safety and Environment related activities and encourage their active participation in the area of protection of occupational Health, Safety and Environment through Site Safety Committee etc.
- Conduct all its activities in a manner that is protective of the environment, and in ensuring the health and safety of its employees, contractors, visitors, and the community around which it operates. These include Factory, Corporate Office & Research & Development Facility.
- Conduct systematic Health, Safety and Environment aspects including OH & S aspects-status review through various mechanisms like Audits, review meetings at regular intervals for ensuring continual improvement.
- Carry out promptly investigation of all accidents, dangerous occurrences and near miss to ensure appropriate corrective & preventive actions for risk reduction & mitigation.
- To achieve ZERO HARM- Zero Harm to People, Zero Harm to Assets and Zero Harm to Environment.
- Promptly identify occupational health hazards and ensure appropriate corrective and preventive actions for elimination of OH hazards and reduce OH & S risks.
- Include HSE performance record of Employees, Suppliers & contractors in the assessment of their performance.
- Integrate HSE considerations into business planning and decision making without compromise in pursuit of commercial advantage



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- Make HSE performance an important parameter that would govern key decisions around employee life cycle or continued business relations as applicable
- Consider HSE aspects & issues while taking business decisions from process selection, purchase of and / or modification to equipment, machinery, processes & material and also during selection and placement of personnel. This will be accomplished through Risk Analysis HAZOP Studies, SOP mechanisms etc.
- Provide resources for carrying out improvement in order to upgrade the plant and/or processes from the Safety, occupational health & environment conservation – sustainability standpoint.
- Create awareness of and ensure compliance with all applicable legal, statutory & regulatory requirements and other standards requirement. Company aspires to attain, to pursue highest standards of HSE.
- Organize Safety Training programmes for various categories of personnel including contractors, workmen, and follow up the same with refresher programmes at regular intervals.

We endeavor to bring and follow the culture which believes – ‘Safety is Everybody’s Responsibility.’