



## OCCUPATIONAL HEALTH POLICY

**Grasim Industries Limited** recognizes that occupational health is a significant in determining social and economic productivity of individuals, companies, communities and the country.

We are committed to prevent occupational diseases and protect the health and safety of all persons involved, including our own employees, contractors, agency staff, and visitors.

We shall endeavor to:

- Maintaining proactive/positive legal compliance to applicable health regulations.
- Ensuring access to basic occupational health services and providing competent and adequate resources including personal protective equipment's.
- Recognition, evaluation, regulation and control of hazardous environmental conditions in the workplace & other occupational health hazards and assessing and managing occupational health risks to be as low as practical at all facilities.
- Proactively addressing occupational and community health issues during the planning phase of acquisitions, mergers and new projects.
- Promote best work practices and innovations to minimize exposure hazards to health.
- Ensuring adequate emergency response capability in case of medical emergency.
- Measuring, monitoring and benchmarking of health surveillance, sickness, absenteeism, rehabilitation & recovery programmes as required.
- Safeguarding medical confidentiality and record retention.
- Fostering awareness through health education & training and health promotional activities.

This policy shall be reviewed periodically for its suitability and updated as necessary.

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