



ENVIRONMENT, HEALTH AND SAFETY POLICY

Hikal Ltd. is committed to operate responsibly while building a long-term sustainable business. Our EHS policy is to ensure the responsible management across all our activities and business divisions.

- We are committed to proactively reducing and preventing those effects of our operations, products and services which may cause harm to the environment, occupational health and safety
- We have EHS teams at all our sites with responsibilities and dedicated resources to provide a healthy and safe environment for our colleagues, contractors,, visitors, business partners and stakeholders
- We take every possible precaution to prevent incidents which may result in personal injury, property damage, and impact to the environment or community
- We encourage all employees across all levels to accept responsibility and accountability towards safety, protection of company property and adverse impact on the environment and community in which we operate
- We guide and encourage our contractors, suppliers and transporters to comply with our EHS practices
- We review and report our EHS performance externally while constantly challenging ourselves to do better
- We identify hazards and risks through periodic assessments and implement appropriate control measures and follow the best practices in our industry
- We conduct employee and contractor training programs that are focused on operational safety, occupational health and environment protection with a focus on continuous improvement
- We design and develop processes, install facilities and procure products that are energy efficient and have a lower environmental footprint
- We comply with all applicable laws and regulatory requirements concerning our operations in the jurisdictions in which the company operates

Sameer Hiremath

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Managing Director

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