



SUICH INDUSTRIES LIMITED

(Formerly Known as Suich Industries Private Limited)

Policy on Environment, Health & Safety



PREAMBLE

Suich Industries Limited (Formerly known as Suich Industries Private Limited) (“the Company”) values its employees, contractors, customers and the environment and communities in which we operate and live. The Company is committed to adopting responsible business activities that are consistent with our reputation for integrity and quality. Accordingly, we are committed to protecting the health and safety of our employees, customers and other stakeholders and to minimizing the environmental impact during the design, manufacture, distribution, use and disposal of our products.

PURPOSE

This policy sets out Company’s commitment to providing a safe, healthy environment experience for its employees, contractors, consultants and visitors. It sets out the minimum requirements to ensure compliance with related codes of practice and industry standards. Implement recognized industry guidelines, and apply prudent standards where regulations do not exist.

OUR CORPORATE COMMITMENT TO ENVIRONMENTAL, HEALTH AND SAFETY RESPONSIBILITY

The Company practices environmental, health and safety responsibility by:

- The maintenance of a safe workplace and the protection of the environment, including the prevention of pollution
- Effective management of the processes around land access and statutory approvals
- Reducing our energy, water and natural resources consumption and waste generation
- Providing all necessary supervision, training, instruction, equipment and information to employees and visitors to our workplaces
- Establishing goals, targets, and objectives in the pursuit of continual improvement of our EHS performance in all activities, including the development of new products and processes



ROLES AND RESPONSIBILITIES

All employees, contractors and visitors are accountable for behaving in a safe and environmentally responsible manner at all times. Every employee, contractor, and visitor has a personal responsibility to comply with this policy and to notify their manager or guide if there is a compliance issue or question.

It is the responsibility of Company's Executive Management to ensure sufficient resources are available to implement this policy.

Managers are responsible for:

- Ensuring that employees are provided adequate training, information and supervision to perform their jobs safely and have the appropriate equipment
- Complying with relevant HSE legislation.
- Ensuring that any unsafe practice is eliminated
- The day-to-day management of environmental issues that directly impact their area of responsibility
- Encouraging environmental awareness within their area of responsibility.

Employees, consultants and contractors are responsible for:

- Performing their work in a safe manner
- Taking reasonable care that their acts do not adversely affect the health and safety of themselves, others or the environment in which we operate
- Reporting any incidents or hazards
- Undertaking their day to day work in compliance with this policy and relevant HSE legislation
- Ensuring that any visitors that they are responsible for are advised of the requirements of this policy.



If you become aware of any actual or possible non-compliance with this policy, you should immediately report it to your Manager.

Failure to comply with the obligations under this policy may lead to disciplinary action being taken by the Company in accordance with the Managing Performance and Behaviour Policy or by termination of engagement for contractors.

Employees and contractors who knowingly violate safety rules may face disciplinary action, dismissal and/or legal action. Individuals, including visitors, who are negligent in fulfilling their safety responsibilities will be held accountable and may be liable under the law.

Fulfilling our safety and environmental responsibilities helps create a safe workplace which benefits everyone employed by the company as well as all of society.

MISCELLEANOUS

This policy shall be updated from time to time, by the Company in accordance with the amendments, if any, to the Applicable Acts, rules made thereunder or any other applicable enactment for the time being in force.
