



# INDO BORAX & CHEMICALS LTD.

Regd. Office: 302, 3rd Floor Link Rose Building, Linking Road, Santacruz (West), Mumbai - 400054, India.

Ph.: 022 26489142 / 47 / 48 • Fax No. 022-26489143 • CIN : L24100MH1980PLC023177

Email : info@indoborax.com • Website : www.indoborax.com

---

## ENVIRONMENTAL, HEALTH, AND SAFETY POLICY (EHS)

### 1. Purpose:

The purpose of this policy is to establish a structured approach to protecting the environment, ensuring employee health and safety, and promoting sustainability in all business activities. The organization is committed to preventing accidents, occupational illnesses, environmental pollution, and resource depletion while fostering a culture of continuous improvement.

### 2. Vision:

The Company believes that leading environmental, health and safety performance contributes to its competitive strength and benefits our customers, shareholders, employees and the environment. The safety of our workforce and the protection of our environment are of primary importance to Company. This policy applies to the Company and its subsidiaries, including employees and associates. Other group companies may adopt this policy separately, where applicable.

To protect our employees, the environment and our property, we are committed to providing a safe and healthy working environment as a prerequisite to our operations; continuous improvement in minimizing our environmental impacts, preventing pollution and limiting depletion of natural resources; and the on – going reduction of risks at our operating sites.



# INDO BORAX & CHEMICALS LTD.

Regd. Office: 302, 3rd Floor Link Rose Building, Linking Road, Santacruz (West), Mumbai - 400054, India.

Ph.: 022 26489142 / 47 / 48 • Fax No. 022-26489143 • CIN : L24100MH1980PLC023177

Email : info@indoborax.com • Website : www.indoborax.com

---

### 3. Scope:

This policy applies to:

- All employees, contractors, visitors, and business partners
- All operational locations, offices, project sites, and activities
- All phases of operations including planning, execution, maintenance, and decommissioning

### 4. Responsibility:

We recognize our responsibility to protect the environment and the well-being of our workforce. This policy outlines our commitment to achieving high standards of Environmental, Health, and Safety ("EHS") performance across all our operations. The Company will take all reasonably practicable precautions to ensure the health, safety and welfare of its employees at work by providing:

- Complying with all applicable EHS laws, regulations, standards, and contractual requirements.
- Identifying and eliminating/controlling hazards and pollution that could cause accidents, illness, or environmental harm.
- Providing adequate instructions, technology, information, training, & supervision to all employees to maintain EHS system.
- Effective fire prevention and control procedures
- Ensuring appropriate and adequate resources are available to fully implement the policy.
- Identify, assess, and manage environmental, health, and safety risks associated with our activities.
- Controls to be implemented to minimize or eliminate these risks to an acceptable level.
- Establish and maintain procedures for responding to emergencies, including accidents and environmental incidents. Regular drills and exercises will be conducted to ensure preparedness.



# INDO BORAX & CHEMICALS LTD.

Regd. Office: 302, 3rd Floor Link Rose Building, Linking Road, Santacruz (West), Mumbai - 400054, India.

Ph.: 022 26489142 / 47 / 48 • Fax No. 022-26489143 • CIN : L24100MH1980PLC023177

Email : info@indoborax.com • Website : www.indoborax.com

---

- Promote employee health and well-being by providing a workplace that prevents work-related illnesses and injuries. Health promotion programs may be implemented to support employee well-being.
- Develop, sustain and continually improve safe work practices and standards to safeguard environment, employees, contractors and community.
- Communicating each employee's ownership of ensuring safe practices and working conditions.
- Reducing physical and natural disaster risks.
- Reducing ergonomic and manual handling risks in the workplace.

The Company expects employees to comply with this policy and to comply with the relevant health and safety standards laid down by various statutory requirements. The employees are also expected to exercise all reasonable care for their own health and safety and that of others who may be affected by their acts or omissions.

## 5. Policy Statement:

We are committed to:

- Providing a safe and healthy workplace
- Protecting the environment and natural resources
- Integrating sustainability principles into business decisions
- Complying with all applicable legal and regulatory requirements
- Continually improving our EHS & Sustainability performance



# INDO BORAX & CHEMICALS LTD.

Regd. Office: 302, 3rd Floor Link Rose Building, Linking Road, Santacruz (West), Mumbai - 400054, India.

Ph.: 022 26489142 / 47 / 48 • Fax No. 022-26489143 • CIN : L24100MH1980PLC023177

Email : info@indoborax.com • Website : www.indoborax.com

---

## 6. Health:

The organization shall:

- Provide a safe and hygienic workplace
- Identify and control occupational health risks
- Prevent work-related injuries and illnesses
- Promote employee well-being, ergonomics, and mental health
- Provide appropriate medical surveillance and health programs

## 7. Safety:

The organization shall:

- Identify workplace hazards and implement effective controls
- Provide safe plant, equipment, and systems of work
- Ensure proper use of personal protective equipment (PPE)
- Conduct regular safety training, drills, and toolbox talks
- Investigate incidents and implement preventive actions

## 8. Sustainability:

The organization shall:

- Integrate sustainability into business strategies and operations
- Reduce carbon footprint and resource consumption
- Encourage responsible sourcing and lifecycle thinking



# INDO BORAX & CHEMICALS LTD.

Regd. Office: 302, 3rd Floor Link Rose Building, Linking Road, Santacruz (West), Mumbai - 400054, India.

Ph.: 022 26489142 / 47 / 48 • Fax No. 022-26489143 • CIN : L24100MH1980PLC023177

Email : info@indoborax.com • Website : www.indoborax.com

---

- Promote awareness of ESG (Environmental, Social, and Governance) principles
- Support community development and social responsibility

## 9. Compliance and Legal Obligations:

- Comply with all applicable EHS, labor, and environmental laws
- Maintain required permits, licenses, and documentation

## 10. Roles and Responsibilities:

- Management: Provide leadership, resources, and accountability
- Supervisors: Ensure safe practices and compliance onsite
- Employees: Follow procedures and report hazards or incidents
- Contractors: Meet the organization's EHS & Sustainability requirements

## 11. Training and Awareness:

- Provide regular EHS training to all employees
- Ensure competency for high-risk activities
- Promote awareness through communication and engagement



# INDO BORAX & CHEMICALS LTD.

Regd. Office: 302, 3rd Floor Link Rose Building, Linking Road, Santacruz (West), Mumbai - 400054, India.

Ph.: 022 26489142 / 47 / 48 • Fax No. 022-26489143 • CIN : L24100MH1980PLC023177

Email : info@indoborax.com • Website : www.indoborax.com

---

## 12. Continuous Improvement:

- Set measurable EHS & Sustainability objectives
- Monitor performance and conduct audits
- Encourage reporting and feedback
- Periodically review and update this policy

## 13. Communication:

This policy shall be:

- Communicated to all employees and contractors
- Available to interested stakeholders and the public
- Displayed at workplaces where applicable

## 14. Policy Review:

This policy shall be reviewed periodically or when:

- Legal requirements change
- Operations or risks significantly change

Approved by:

Date:

06.04.2026