

22.0 Environment, Social & Governance
P22.1 Environment, Health & Safety Policy
Vardhman Group

Document Attributes

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Table of Contents

22.1.1.	Objectives	3
22.1.2.	Scope & Applicability	3
22.1.3.	Our Commitments	3
22.1.4.	Responsibility for Communication of EHS Policy Statement.....	4
22.1.5.	Governance	4
22.1.6.	Policy Review.....	4

22.1.1. Objectives

Vardhman Textiles Limited is fully committed to promote & ensure continual improvement in our Environmental, Health & Safety Performance. We will set goals, measure our progress, and communicate results on our EHS performance on all relevant & appropriate mediums.

22.1.2. Scope & Applicability

Compliance with these policy guidelines is the responsibility of every employee (permanent & contractual/outsourced), Contractor, Visitor & other stakeholders impacted directly or indirectly by our operations upstream or downstream.

22.1.3. Our Commitments

➤ **Commitment to Safe & Sustainable Business Operations:**

We will strive to reduce our environmental impact and promote sustainability. We will focus on energy efficiency, water conservation, and waste reduction. At the same time, we will provide a safe and healthy workplace for all our employees (permanent and contractual/outsourced), contractors, visitors, and other stakeholders. We will develop a culture of zero incidents and zero harm by preventing injuries and illnesses and promoting healthy lifestyles so that we can achieve our business objectives.

➤ **Training, Development & Up Skilling:**

We will impart necessary training to all applicable to carry out Safe & Sustainable Business Operations. We shall also carry out skilling & up-skilling initiatives for all applicable employees as & when required to enhance their knowledge on regular intervals to carry out Safe & Sustainable Operations & Benchmarking with Global Best Practices We are also committed to raising awareness among internal and external stakeholders about our environmental policy and its impacts.

➤ **Integration:**

We will consider hazard prevention & reduction, pollution prevention, waste minimization, resource conservation and compliance in all of our planning and decision-making. We will adopt cost-effective practices that eliminate, minimize, or mitigate environmental impacts and control safety and health risks and vulnerabilities.

➤ **Performance Monitoring & Continual Improvement:**

We will set measurable targets and monitor performance at defined intervals to drive continual improvement in our Occupational Health and Safety (OHS) and Environmental Management System (EMS) metrics.

➤ **Sustainable Development:**

We are committed to implementing advanced pollution prevention strategies and managing programs to protect ecosystems and ensure the health and well-being of employees and communities. Our Efforts include:

- Reducing energy consumption through efficient production processes and products.
- Decreasing greenhouse gas emissions and pollutants by promoting renewable energy sources and minimizing energy usage.
- Promoting the use of renewable and recycled materials, reducing reliance on raw materials, and encouraging environmentally responsible packaging and waste reduction.
- Reducing freshwater consumption, particularly in critical areas, while minimizing hazardous discharges from manufacturing processes.
- Minimizing waste generation, especially hazardous waste, and encouraging the substitution of potentially hazardous substances.
- Safeguarding natural habitats and biodiversity around our production facilities.

➤ **Collaboration with all Stakeholders:**

We will actively engage all our stakeholders to help them address their Environmental, Health, and Safety needs. We will maintain a positive, proactive, and constructive relationship with our community, regulators, and other stakeholders. We will openly communicate with stakeholders about our progress and performance.

➤ **Community, Government & Regulation:**

We will actively participate in community and governmental initiatives, prioritizing prevention and remediation of environmental, safety, and health challenges. Our operations will adhere to all relevant legal, national, and international standards and regulations.

22.1.4. Responsibility for Communication of EHS Policy Statement

ESG Committee & Management Representatives of Vardhman Textiles are responsible for ensuring that this policy is communicated to all stakeholders.

22.1.5. Governance

- The Environment, Social & Governance (ESG) Committee of the Board shall govern the EHS policy.
- A designated committee oversees the implementation and adherence to this policy.
- This committee is responsible for periodic assessments and reporting compliance to the management.

22.1.6. Policy Review

This policy will be reviewed As & When needed, ensuring it clearly outlines the organization's commitment to maintaining a safe and healthy work environment while minimizing its environmental impact and ensuring compliance with applicable legal and regulatory standards.