



Environment, Health & Safety Policy

JTL Defence Limited (the 'Company') is engaged in the business of manufacturing, processing, trading and dealing in Bullet Shell Cups and other EV products out of non-ferrous metals and allied products. Further, the Company is also engaged in diversified business activities including Information Technology services, manpower consultancy, training and development services and hospitality-related operations as permitted under its Memorandum of Association. While carrying out its activities, the Company accords highest priority to employee health, safety and protection of environment.

The Company is committed to:

- Carrying out the business in a sustainable manner, ensuring safety for all and protection of the surrounding environment.
- Complying with the applicable statutory, regulatory & other requirements with respect to Environment, Health and Safety ('EHS').
- Integrating EHS considerations into planning and decision making in applicable areas of the Company, including those dealing with purchase of plant, equipment, machinery and material as well as selection and placement of personnel.
- Identifying EHS hazards, risks, aspects & impacts through periodic assessments & audits and implement necessary control measures.
- Assessing the training needs of employees & contract workers and providing them with necessary training on the EHS issues, concerns & best practices.
- Encouraging employees at all levels to accept responsibility and accountability for achieving the objectives of this Policy.
- Assigning responsibility to contractors and vendors to comply with the Company's EHS policies and follow all applicable legal requirements.
- Continually improve the integration of sustainability development into our working environment and business processes
- Designing and developing facilities that are energy efficient & generate less waste through recycle and reuse of materials to reduce the impact on environment.



- Maintaining and continually improving EHS systems at all our manufacturing sites through the implementation of latest technology and EHS best practices.
- Continually drive and lead Sustainability Initiatives by engaging stakeholders by identifying & implementing the opportunities for reducing environmental impact.

To achieve the above objectives

- We shall comply with all statutory requirements. We consider compliance with statutory EHS requirements as the minimum performance standard and are committed to go beyond and adopt stricter standards. We shall work in partnership with the government and industry associations for policy and regulatory reforms related to the environment.
- We shall source our materials and products from vendors that comply with the child labour laws and other statutory regulations.
- We shall continually improve our products with an intention to reduce their environmental footprint. We shall inform the customers about the environmental impact and safe use of our products. - We are committed to protecting the environment.
- Adhering to the highest operational standards for handling hazardous materials.
- Preventing Pollution & leveraging the 3R (Reduction, Recycle, Reuse) principle and moving towards zero industrial effluent generation and zero hazardous solid waste generation.
- Minimizing impact of end-of-life plastics generated out of our packaging material. Reducing energy-intensity, carbon-intensity and increasing contribution of energy from renewable sources.
- Leveraging rainwater harvesting, water conservation & water replenishment and utilizing wastewater as an alternate source.
- We are committed to continual improvement in environment-related parameters in all business processes and shall track such improvements through measurable indicators.

The Company Management shall:

1. Ensure compliance with all applicable health and safety legislations and relevant standards.
2. Integrate safety, health and wellbeing into all business processes.
3. Ensure that all activities across the value chain are conducted as per the defined health and safety procedures, including
 - a. selection and evaluation of suppliers, contractors and other service providers,
 - b. research leading to the development of new products and services



- c. design, engineering, construction and commissioning of new projects,
 - d. adopting principles of inherently safe design,
 - e. operating and maintaining plants and other facilities in accordance with the designated safety criteria throughout their working life
 - f. distribution of products
 - g. technical service at customer sites and other consumer interfaces
4. Educate customers on the safe use of products.
 5. Provide safe and healthy working conditions for the prevention of work-related injury and ill health of employees and service providers.
 6. Ensure that adequate resources, support and supervision are provided to employees and service providers to carry out their job safely and to continually upgrade health and safety standards.
 7. Conduct risk assessments, safety audits and safety inspections at a prescribed frequency and take all remedial measures to eliminate hazards and reduce health and safety risks, arising out of operations. Risk registers are continuously reviewed and upgraded on a regular prescribed frequency.
 8. Implement Behaviour-Based Safety Program in order to inculcate safety as a personal value
 9. Maintain a comprehensive On-Site Emergency Plan and related facilities to handle emergencies.
 10. Assess the competence of individuals in the area of safety during recruitment and career advancement.
 11. Define roles and responsibilities of employees in the safety organization of the plant/facility/operations.
 12. Keep employees and service providers informed, educated, trained and retrained on safety, health and wellbeing to ensure the safe conduct of their jobs.
 13. Establish mechanisms for consultation with employees and their representatives, contractors, suppliers, customers, local communities, neighbours and regulators to promote safety and build a safe work culture.
 14. Establish mechanisms for the participation of employees and service provider's representatives wherever applicable.
 15. Ensure that each employee including contractors and visitors comply with all safety rules and regulations framed for the operation.



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16. Extend all possible help to industries /depots/offices around the Company Operations in case of emergencies.

The Company shall ensure the effectiveness of this policy through:

1. Setting goals and objectives on safety, health and wellbeing and reviewing these periodically to ensure that these are being met.
2. Appropriate action, in case of a violation by an employee, as per rules and procedures framed for the purpose.
3. Review of this policy annually or on significant changes in the business.
4. Periodic review of the safety, health and wellbeing standards for their continued appropriateness and effectiveness.
