

## **Policy on Environment, Health and Safety**

### **Philosophy**

ITC is committed to conducting its operations with due regard for the environment and to provide a safe and healthy workplace for its employees.

This Policy is applicable to the Company's entire operations / employees as well as contractors or individuals in the Company's premises.

### **Policy**

It is ITC's Policy:

#### **A. Compliance and management systems**

1. To contribute to sustainable development through the establishment and implementation of environment, health and safety (EHS) standards that meet the requirements of relevant laws, regulations and codes of practice;
2. To endeavour to create a safe working environment aligned with the goal of 'Zero Accidents';
3. To take into account environment and occupational health & safety aspects in planning and decision-making;

#### **B. EHS Performance**

1. To continuously endeavour to improve EHS performance and reduce environmental impacts by setting objectives and targets;
2. To regularly monitor key performance indicators and report the progress to stakeholders;
3. To provide safe and healthy working conditions for the prevention of work-related injury and ill-health through the process of risk identification and systematic assessment with active participation of the workforce;

4. To encourage a culture of safety by providing appropriate training to employees as well as service providers' employees on EHS, encouraging investment in state-of-the-art technology and developing human capital;
5. To instill a sense of duty in every employee, including those of service providers at the Company's premises, towards their personal safety, as well as that of their co-workers;

### **C. Awareness and training**

1. To raise awareness among internal and external stakeholders on the Policy and relevant environmental issues;
2. To provide adequate training to employees towards effective implementation of the Policy.

*For suppliers and partners, refer the section: D. Safe and Healthy Working Conditions of the 'Code of Conduct for Suppliers and Service Providers'.*

### **Governance and Implementation**

- (a) ITC has appropriate systems and processes in place to ensure compliance with the Policy and with statutory provisions, as applicable, including processing of grievances for redressal. It shall be the responsibility of the Divisional / SBU Chief Executives, through members of the respective Management Committees, and Corporate Head for EHS to ensure progressive implementation of the Policy and its communication to the employees.
- (b) Compliance with the Policy will be regularly monitored and evaluated by the Sustainability Compliance Review Committee (SCRC) of the Corporate Management Committee (CMC). The report of the SCRC will be reviewed by the CMC.
- (c) The CSR & Sustainability Committee of the Board will supervise the implementation of this Policy and will annually review the progress of its implementation.