

# ENVIRONMENT, HEALTH AND SAFETY POLICY

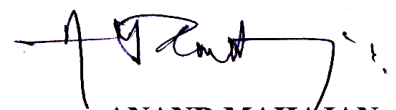
As a responsible corporate citizen and employer, we have an obligation to the public, in general, and to our employees, in particular, to operate our facilities and conduct our businesses in such a way as:

- 1) To ensure the health and safety of all our employees,
- 2) To protect the environment against industrial pollution

The principles under which we will operate our facilities and conduct our businesses are set out below:

- 1) We will comply with all applicable Health, Safety and Environmental laws and regulations.
- 2) We recognise that every employee can make an impact on Health and Safety. We will, therefore, seek the involvement of all employees in promoting and observing safe practices. We will provide appropriate training on Health and Safety to all employees. We expect every employee to show concern for personal Safety and the Safety of all fellow-employees. All employees will work towards eliminating potential hazards and will maintain safe work place striving towards achieving Zero Accidents, Zero Occupational diseases & Zero Environmental Incidents.
- 3) We will continuously strive towards minimising all forms of pollution including air, water, noise and solid waste and we will, as required install and maintain, at all our manufacturing facilities, control devices and equipment for doing so.
- 4) We shall institute management systems and continually improve the same by employing appropriate techniques and methods for periodical assessment of the status on health, safety and pollution control and taking corrective actions as required.

2<sup>nd</sup> DECEMBER, 2003



ANAND MAHAJAN  
MANAGING DIRECTOR