



ENVIRONMENT, HEALTH, AND SAFETY POLICY

Grindwell Norton Limited is committed to achieving excellence in environment, Health, and Safety (EHS), and improving our competitive position through sustainable solutions by:

- Creating best-in-class Health & Safety working conditions for the employees and contractors.
- Protecting the interests of the neighborhood and natural environment by meeting and exceeding all regulatory and corporate requirements.

We shall conduct our business according to the following guiding principles:

- **Comply** with all applicable laws, regulations, corporate, and other requirements.
- **Assess** all premises, operations, products, and/or services to identify and eliminate any unreasonable hazards through
 - Integration of Environment, Health, and Safety (EHS) considerations into all business decisions and operational planning.
 - Provide comprehensive training, including induction, refresher, and awareness programs, to all employees and contractors
 - Implementing best practices to create better ownership and improve culture, striving towards achieving Zero accidents, Zero Occupational diseases, Zero Environmental Incidents, environmental stewardship, and continuous improvement.
- **Prevent** environmental pollution, provide a safe workplace free from injury & illness, efficiently utilize natural resources, and actively promote the reuse or recycling of materials wherever possible.
- **Sustain**, monitor, and continually improve the EHS management system by setting goals to enhance performance, while ensuring this policy is communicated to all employees and made available to stakeholders upon request.

24th March 2026

Venugopal Shanbhag
Managing Director - Grindwell Norton Ltd.