

	INTEGRATED MANAGEMENT SYSTEM MANUAL	Doc No: IMSM-5.2
	TITLE: ENVIRONMENT, HEALTH & SAFETY POLICY	Revision No:00
		Sheet No.1 of 6

- 1.0 PURPOSE** : 1) To define Environment, Health & Safety Policy of CEAT Limited
2) To define Environment, Health & Safety Policy of Plants.
- 2.0 SCOPE** : Applicable to CEAT Limited
- 3.0 RESPONSIBILITY** : 1) Implementation of procedure for defining and documenting Environmental, Health & Safety Policy – Corporate Head-EHS
2) Deciding / authorizing the Environmental, Health & Safety Policy of CEAT – Managing Director
3) Deciding / authorizing the Plant Environment, Health & Safety Policy as per Section 7-A(3) of The Factories Act – 1948 - Occupier & Manager as per The Factories Act
- 4.0 PERFORMANCE CRITERIA** : 1) Approved Environment, Health & Safety Policy of CEAT
2) Approved Environment, Health & Safety Policy of Plants
- 5.0 CROSS REFERENCE** : i) ISO 14001:2015 Clause 5.2 Environmental Policy
ii) ISO 45001:2018 Clause 5.2 OH&S Policy
iii) BSC OHS Element 1.06 - Occupational health, safety, and wellbeing policy statement.
iv) BSC Environment Element 1.06 – Environment Sustainability (and other related) policy
v) Register of Applicable Environmental and OH&S Regulations

6.0 PROCEDURE:

S No.	Activity	Responsibility
6.1	Develop the Environment, Health & Safety Policy of CEAT by adopting a process of discussions with top management, which is appropriate to the purpose and context of organization.	VP operation & Core Team

General Manager – Corporate EHS	Sr. Vice President Manufacturing	General Manager – Corporate EHS	01.09.2022
PREPARED BY	APPROVED BY	ISSUED BY	ISSUE DATE

	INTEGRATED MANAGEMENT SYSTEM MANUAL	Doc No: IMSM-5.2
		Revision No:00
	TITLE: ENVIRONMENT, HEALTH & SAFETY POLICY	Sheet No.2 of 6

S No.	Activity	Responsibility
6.2	<p>Ensure that the Environment, Health & Safety Policy meet the following requirements:</p> <ul style="list-style-type: none"> • Appropriate to the nature, scale and environmental impacts & OH&S risks associated with the activities, products and services. • Includes a commitment to continual improvement of IMS and IMS performance. • Includes a commitment to prevention of injury & ill health and prevention of pollution and protection of environment. • Includes a commitment to fulfill its compliance obligations, which the organization subscribes, which related to its environmental aspects and OH&S hazards. • Provides a framework for setting and reviewing objectives and targets. <p>The Policy should take account of:</p> <ul style="list-style-type: none"> • The current Environmental, OH&S situation and what the organization wants to achieve. • Broader business objectives; and • Opportunities for improving the environmental conditions and health & safety of workers. 	GM-Corporate EHS
6.3	Final documented information approval of the Environment, Health & Safety Policy of CEAT.	MD
6.4	<p>Obtain Maintain Documented information approval of the Policy from the MD for its updation and ensure that it is:</p> <ul style="list-style-type: none"> • Implemented, maintained and communicated to all personnel working for and/ or on behalf of the company. • Made available to public / interested parties. 	GM-Corporate EHS
6.5	Develop Environment, Health & Safety Policy of Plants by adopting process of discussion with Manufacturing Leadership Team and Plant Teams.	VP-Operations / GM-Corporate EHS
6.6	Ensure that Environment, Health & Safety Policy of Plants meet the requirements as per The Factories Act and State Factories Rules.	VP-Operations / GM-Corporate EHS
6.7	Final documented approval of the Environment, Health & Safety Policy of Plants.	COO / VP-Operations

General Manager – Corporate EHS	Sr. Vice President Manufacturing	General Manager – Corporate EHS	01.09.2022
PREPARED BY	APPROVED BY	ISSUED BY	ISSUE DATE

	INTEGRATED MANAGEMENT SYSTEM MANUAL	Doc No: IMSM-5.2
	TITLE: ENVIRONMENT, HEALTH & SAFETY POLICY	Revision No:00
		Sheet No.3 of 6

S No.	Activity	Responsibility
6.8	The approved Environment, Health & Safety policy of CEAT Limited and Environment, Health & Safety Policy of Plants shall be Communicated to all concerned including interested parties as per IMSM-7.3	GM- Corporate EHS
6.9	Approved Environment, Health & Safety Policy of CEAT is attached in Annexure -1 of this section.	
6.10	Approved Environment, Health & Safety Policy is attached in Annexure- 2 of this section.	
6.11	Review the adequacy, effectiveness & suitability of Policy (at least once in a years) as per IMSM-9.3	Core Team
6.12	The Plant EHS Head shall make plans for implementation of the contents of the policy into actions in consultation with Plant leadership team. The plan shall be approved by the VP-Operations and implementation shall be reviewed periodically. The format for Policy Deployment Plan is as per IMSM 5.2/F01 .	Plant EHS Head / VP-Operations

7.0 CHECKING CORRECTIVE ACTIONS:

Head EHS shall ensure effective implementation of the policy. In case of any deviation, corrective action has to be taken by Head EHS in the above procedure.

8.0 RETAIN DOCUMENTED INFORMATIONS:

Retain documented information no.	Title	Location & Maintained by	Retention Time
IMSM 5.2 /R01	EHS Policy Deployment Plan	Plant EHS Head	2 years

General Manager – Corporate EHS	Sr. Vice President Manufacturing	General Manager – Corporate EHS	01.09.2022
PREPARED BY	APPROVED BY	ISSUED BY	ISSUE DATE

	INTEGRATED MANAGEMENT SYSTEM MANUAL	Doc No: IMSM-5.2
		Revision No:00
	TITLE: ENVIRONMENT, HEALTH & SAFETY POLICY	Sheet No.4 of 6

Annexure 1



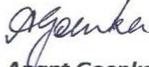
ENVIRONMENT, HEALTH & SAFETY POLICY

We shall give top most priority to the health, wellbeing & safety of our employees and all persons working on our premises through excellence in Environment Sustainability, Health and Safety systems.

We shall,

- *Comply with all applicable statutory provisions related to EHS.*
- *Focus on environment protection through life cycle thinking, pollution prevention, waste minimization and optimal use of natural resources.*
- *Prevent all occupational injuries, illnesses and aim for an incident free organization.*
- *Conduct risk assessment, identify opportunities and mitigate significant risks.*
- *Provide training to all employees and contractors to comply with EHS procedures.*
- *Educate customers on safe use of our products.*
- *Integrate Environment, Health and Safety in our business strategy.*
- *Be committed to continual improvement in the area of EHS.*

22nd July 2022


Anant Goenka
 Managing Director

General Manager – Corporate EHS	Sr. Vice President Manufacturing	General Manager – Corporate EHS	01.09.2022
PREPARED BY	APPROVED BY	ISSUED BY	ISSUE DATE

	INTEGRATED MANAGEMENT SYSTEM MANUAL	Doc No: IMSM-5.2
		Revision No:00
	TITLE: ENVIRONMENT, HEALTH & SAFETY POLICY	Sheet No.5 of 6

Annexure 2



Environment, Health and Safety Policy of Plants

Objectives of the Plant Management shall be to:

1. Comply with all applicable environment, health & safety statutory regulations.
2. Ensure Zero Incidents.
3. Accord the highest priority to health & safety of employees.
4. Ensure focus on pollution prevention, waste minimization and optimal use of natural resources.

The Plant Management shall:

1. Deploy the resources required to maintain and continually upgrade environment, health and safety standards at the plant.
2. Ensure that all processes deployed at the plant are safe to people, plant equipment and environment.
3. Conduct risk assessments, safety audits / inspections and take all remedial measures to mitigate safety hazards, arising out of plant operations, within and around the plant.
4. Maintain a comprehensive On-Site Emergency Plan and related facilities to handle emergencies.
5. Assess competence of individuals in the area of safety during recruitment and career advancement.
6. Define roles, responsibilities and accountabilities of employees in the EHS organization of the plant.
7. Keep employees informed, educated, trained and retrained on health and safety to ensure safe conduct of their jobs.
8. Encourage employee consultation to promote safety and building a safe work culture.
9. Ensure each and every employee, contractors, sub-contractors, transporters and visitors comply with all safety rules and regulations framed for the plant.
10. Ensure all new processes, equipment's and project installations, undergo a safety evaluation study prior to deployment.

General Manager – Corporate EHS	Sr. Vice President Manufacturing	General Manager – Corporate EHS	01.09.2022
PREPARED BY	APPROVED BY	ISSUED BY	ISSUE DATE

	INTEGRATED MANAGEMENT SYSTEM MANUAL	Doc No: IMSM-5.2
		Revision No:00
	TITLE: ENVIRONMENT, HEALTH & SAFETY POLICY	Sheet No.6 of 6

The Company shall ensure effectiveness of this policy through:

1. Analysis of incidents, identification of root cause and implementation of Corrective and Actions (CAPA).
2. Appropriate action, in case of violation by an employee, as per rules and procedures framed for the purpose.
3. Review of this policy annually or on significant changes in business.
4. Periodic review of the Environment, health and safety standards for their continual appropriateness and effectiveness.
5. Periodic review of the Environment, health and safety performance against set goals and objectives.
6. Publish an Annual Environment, Health and Safety report highlighting the progress made against the goals and objectives.

Signed by:

Occupier

Manager

Date: 22nd July 2022

General Manager – Corporate EHS	Sr. Vice President Manufacturing	General Manager – Corporate EHS	01.09.2022
PREPARED BY	APPROVED BY	ISSUED BY	ISSUE DATE