

MOLD-TEK PACKAGING LIMITED

HEALTH, SAFETY, ENVIRONMENT AND SUSTAINABILITY POLICY

Mold-Tek Packaging Limited (MTPL) is committed to the goal of sustainable development by balancing social, environmental and economic considerations whilst managing its businesses. It will develop leadership committed to Health Safety and Environment (HSE) and strive to adhere to best standards of HSE management system in its entire operation and thus contribute to the overall betterment of our employees, communities, and other stakeholders.

The HSE progressive disciplinary actions are aimed to correct/ stop unsafe practices and behaviours so that it will improve and sustain safe environment across our Company and at our manufacturing, CFS, warehouses, offices and project sites, etc., and in any location connected with the company's work/business.

Health and Safety-

MTPL is committed to operating in a safe manner and work towards an accident free workplace by:

- Provide Health & Safety training across all levels of organizational hierarchy.
- Abide by applicable regulations & maintaining a positive culture of health & safety.
- Identifying and mitigating occupational health and hygiene hazards.
- Actively engaging with contractors, suppliers and business partners for safe performance of their part of responsibility.
- Reporting and investigating all incidents to prevent recurrence.
- Integrating health & safety with all business decisions.
- Periodically auditing & reviewing progress for continual improvement.

COVID-19 MEASURES

Steps taken to ensure smooth functioning of operations:

- The Company is taking utmost care of its staff deployed at its Registered office, plants and warehouses and various precautions and safety systems have been implemented with appropriate training to staff including following of strict social distancing norms:
 - Screening of all its employees and visitors at the entry gate and Cafeteria.
 - Sanitizing the premises on regular basis.
 - Entry of vehicles is restricted inside the Company premises and whichever vehicle necessarily needs to enter the premises is sanitized before entry.
 - All outstation incoming goods transport vehicles and driver details are noted down and recorded.
 - Maintaining social distancing and Enforcing wearing of masks.
 - Asking all employees to have 'Aarogya Setu' App installed on their mobiles
 - Encouraging support staff to work from home.
 - Virtual meetings are conducted to discuss operations of the company.
- All employees of the Company have been trained and advised from time to time about the measures taken by the Company.

Environment

MTPL aims to preserve the ecological balance in its areas of operations by:

- Adhering to environmental standards & applicable Environmental legislations thereby minimizing the environmental impacts of its operations.
- Improving energy efficiency, reducing emissions to air, water and land using best available technology and thereby address to the cause of climate change.

- Work with stakeholders to mitigate the environmental impacts of product life cycle and supply chain.

Sustainability

MTPL will strive to provide a HSE conducive work ambience to all its employees and contribute to the social and economic development of communities associated with its operations and in its neighbourhood.

To achieve this MTPL will:

- Identify communities and other stakeholders associated with its operations and/or in its neighbourhood and actively engage with them throughout the life cycle of its operations.
- Work with governments - central & state, local authorities, inter-governmental and non-governmental organizations and other concerned parties to develop and support projects for the benefit of the communities where it operates.
- Treat all employees including indirect personnel engaged for and/or in connection with company's operation/activity equally in the matter of health, safety, and well-being.
- Strictly enforce a smoke, drug and alcohol free workplace and work towards minimizing adverse effect of occupational hazards to the best of its ability.

The Company shall endeavour to:

- Maintain positive legal compliance to environmental regulations and conform to the requirements of Sustainability Framework;
- Progressively develop, implement and maintain an environmental management system in our operations and new projects;
- Take initiatives towards efficient use of natural resources and energy; reduction and prevention of pollution; and promoting waste avoidance and recycling measures in line with internationally disseminated technologies and practices;
- Enhance environmental awareness through participation and consultation with employees and contractors by training and effective channels of communication;
- Engage with internal and external stakeholders and wider communities to broaden our understanding of environmental priorities, their links to global issues and initiate actions on key environmental challenges;
- Influence our contractors and suppliers to adopt the Company's environmental policies, principles and practices and encourage appropriate environmental management across the supply and value chain;
- Monitor, measure, report the progress, performance of environmental conservation and management initiatives in compliance with internationally recognized protocols and communicate approach and achievements to relevant stakeholders.

Each employee shall sign up to this policy or develop an equivalent that shall be implemented throughout its operations. This policy will be reviewed periodically for its suitability and updated as necessary.

For Mold-Tek Packaging Limited

Sd/-

J Lakshmana Rao

Chairman & Managing Director
