



# EPL Ltd.

(Formerly known as Essel Propack Limited)

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<b>Applicable Location:</b>	Applicable to all units and offices of EPL Limited			
<b>Retention Limit</b>	Permanent with continuous updation			

Authority	Name	Designation	Sign and Date
<b>Approved By</b>	Ms. Sonal Jain	Global CHRO	

### Review Details

Date	Revision Details	Page No
01.01.2026	Scope of Applicability updated to include Thailand. Review cycle dates updated. Policy reviewed and reaffirmed..	1,2

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#### Safety, Health & Environment10

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## 1 Introduction

EPL Limited prioritizes the health, safety, and well-being of its employees as essential to its growth and success. Our commitment to safety is a shared responsibility across all operations, aimed at protecting employees from workplace risks, reducing accidents, and promoting overall health.

As a member of the **UN Global Compact**, EPL Limited supports, respects, promotes, and protects internationally proclaimed human rights and does its utmost to provide safe, healthy, and satisfying working conditions.

EPL defines a healthy workplace as one that eliminates harmful conditions while actively encouraging health-promoting practices, ensuring that employees thrive in a safe and supportive environment.

## 2 Purpose

This policy outlines EPL Limited's commitment to maintaining a safe and healthy work environment for all employees. It ensures that everyone associated with the company understands the health and safety goals of EPL and the measures in place to achieve them. By fostering a work environment that safeguards employees from potential injuries and health risks, the policy promotes overall well-being and safety.

## 3 Scope

This policy applies to all employees, interns, contractors, and other stakeholders associated with EPL Limited across its global operations. It encompasses all EPL factories and offices located in India, Egypt, China, the Philippines, Thailand, Poland, Germany, the United States, Brazil, Colombia, and Mexico. The policy ensures alignment with local laws and regulations while maintaining uniformity in its principles across all regions.

## 4 Review

**Policy on Safety, health & Environment is owned & maintained by the Global CHRO of EPL Limited.**

The Policy shall be reviewed and updated when appropriate, to adapt it to changes that may arise in the business model or in the context in which EPL operates, always ensuring its effective implementation. The latest, a review shall be conducted every two years and targets shall be reviewed every year.

## 5 Policy Objectives

**The objectives of EPL's Employee Occupational Health and Safety Policy are to:**

- Establish and maintain a safe and healthy working environment.
- Monitor and promote work/life balance and encourage exercise.
- Comply with the OSH Framework Directive and other relevant local laws and regulations.
- Ensure compliance with Sedex guidelines and ISO 45001 Standards.
- Comply with other relevant local laws and legislations related to a health and safe working environment.



- Prevent accidents and injuries in the workplace.
- Reduce absenteeism from work
- Safeguard the health and safety of employees by providing protective and preventative measures.
- Achieve and sustain an annual **zero fatality rate** across all operations globally.
- Achieve and maintain an annual **Lost Time Injury (LTI) rate of zero**.
- Ensure an annual **Lost Time Severity Rate of zero** by implementing proactive safety measures and rigorous monitoring.
- Raise awareness about health and safety among relevant stakeholders.
- Ensure that **80% of employees** report annually, feeling confident that they work in a safe and healthy environment, and are satisfied with the working conditions provided by the company.
- Provide minimum **2 hours of health and safety training** per employee annually.
- Ensure **80%** of employees complete Occupational Health & Safety Awareness Training every year.

## 6

### Policy Measures

EPL Limited strives to achieve its health and safety objectives through the following measures:

#### Training and Awareness

- The **HC Department** is responsible for providing all new employees with the **Code of Conduct** and ensuring they sign for receipt. Adjustments or additions to this Code must be communicated to all employees within 3 months of the adjustments or additions.
- Employees must read and comply with the **SHE Manual**, covering regulations on hygiene, visitors, noise, forklift operations, and measures to prevent **RSI** (Repetitive Strain Injuries).
- EPL employees, interns and contractors must complete the online mandatory **Occupational Health and Safety Training Course** and the **Business Ethics Awareness Training Course** as part of their induction programme on **Employee Health and Safety within the first 3 months of employment or within 3 months of publishing a new mandatory course**
- EPL Limited management is responsible for maintaining an annual completion rate of the Occupational Health and Safety Training course and the Business Ethics Awareness Training course of at least 80%.
- All plants must annually measure employee satisfaction on health & safety working conditions via its Employee satisfaction survey & discuss the topics in dedicated town halls, safety committee meeting, action planning workshops. The input coming from these sessions must be collected by HC department & used to improve health & safety.

#### Employee health and safety

- **EPL's HC Department and operations management** are responsible for providing a safe and healthy working environment through clear procedures, fire safety measures, personal protective equipment (PPE), and regular health & safety risk assessments.
- EPL Limited, HC Department along with local HC employees, across all counties of its operations is responsible for providing secondary benefits that promote the health and safety of employees. These include offering free annual medical check-ups, organizing an annual engagement calendar with sports activities, and conducting mental well-being sessions to support overall employee health.



- EPL Limited, HC Department along with local HC teams across all countries of operation, is responsible for providing secondary benefits that enhance the health and safety of employees. These benefits include offering free health insurance, medical advice, and vaccination programs, particularly during pandemics, to ensure all employees have access to essential medical care.
- EPL Limited Management Team is responsible for ensuring a safe working environment free from bullying, discrimination and harassment as described in EPL Limited's Discrimination and Harassment Policy.
- EPL Limited Management Team is responsible for ensuring good working conditions and respecting human rights as described in EPL Limited Labor Relations & Working Conditions Policy and Human Rights Policy.
- EPL Limited site management is responsible for ensuring the safety of employees from all diverse backgrounds by having guards in place to protect them when needed.

### Safe and Healthy Working Environment

A **safe and healthy working environment** provides a physical work environment that protects employees from dangerous incidents and injuries, that supports healthy choices and offers resources to actively encourage healthy behaviour.

- EPL Limited HC department and Quality Department must **provide support** to EPL affiliates if requested in order to prevent accidents and injuries in the workplace.
- EPL Limited Quality Department is responsible for executing **regular internal and cross unit audits** to make sure, the health and safety management system is in place and strictly in compliance with the Safety Pillar of the Harmonised Manufacturing Policy- HMP system.
- EPL Limited site management is responsible to achieve and sustain an annual zero fatality rate across all global operations, maintain a zero Lost Time Injury (LTI) rate, and ensure a zero Lost Time Severity Rate through the implementation of proactive safety measures and rigorous monitoring.
- EPL Limited affiliate and site management is responsible for providing its employees with a **safe and healthy working environment**, by providing protective and preventative measures to prevent accidents and injuries in the workplace. These measures include e.g., clear SHE procedures and guidelines, fire safety measures, personal protective equipment, and regularly assessing the risks of its operations and change of operations with the use of health & safety risk assessments.
- EPL Limited's site management is responsible for sufficiently informing its employees about the **hazardous substances and safety procedures** regarding these substances, and for safe hazardous material and equipment handling by ensuring proper storage and disposal, minimising the negative effects on employees' and environment.
- EPL Limited's site management is responsible for maintaining all **machinery** in good condition with regular safety inspections and for all machinery being handled with the utmost care by providing employees with machine handling training and guidelines. Forklifts must only be operated by trained personnel.

**Employees under 18 years of age are not allowed to work in areas of increased risk to their health and safety!**



- EPL's affiliate and site management is responsible for meeting fire safety standards, with measures such as fire alarm systems, emergency lighting, sufficient signage and fire hydrants/ hoses. All EPL locations must be equipped with evacuation plans and routes and fire evacuation drills must be performed at least once a year.
- An **accident response procedure** must be available for all EPL locations.
- EPL affiliate and site management, and local HC, Quality or Health & Safety employees are responsible for providing all employees and visitors with **health & safety procedures** in English, or if needed, translated into local languages.
- EPL's International and local HC departments must provide all employees with **disabilities** with the necessary equipment upon request.
- EPL affiliate and site management is responsible for having **First Aid** certified members of the staff available at its premises at all times.
- EPL's Quality Department is responsible for **Material Data Documentation**, through material safety data sheets and chemical data safety sheets.

### **Compliance, Accountability, and Reporting**

- EPL Limited affiliates management is expected to **monitor, identify, check, and improve health and safety** risks within the workspaces continuously and ideally comply with the ISO 45001 (Occupational Health and Safety) Standard. Affiliates should be audited on at least a bi-annual basis to assess health and safety in the workplace and implement appropriate corrective and preventive actions. Affiliate management is held accountable for accidents and injuries occurring as a result of non-compliance and thus could have been prevented.
- All EPL Production sites at all locations must ensure **proof of compliance** with health and safety standards at all times, via either an ISO 45001 certification, or a SMETA audit report. Site management is held accountable for accidents and injuries occurring as a result of non-compliance and thus could have been prevented.
- EPL Limited's HC Department is responsible for annual data collection and **reporting on health & safety indicators**, such as incidents, sick hours and lost time injury) rate, and hours of health & safety training conducted. EPL Limited affiliates and production facilities are responsible for the timely and complete delivery of data to the HC department. All data on health and safety is publicly disclosed according to Global reporting Initiative Standard (GRI) in EPL Limited's annual [Sustainability Report](#).