



## Quality, Health, Safety and Environmental Policy (QHSE)

### Our Vision

To be acknowledged as a QHSE industry leader in the manufacture of agrochemicals and agro intermediates delighting our customers in line with our global principles of sustainable development and quality management systems while retaining our position as one of the core sites of Bayer, worldwide.

To Provide and maintain an organizational environment and culture wherein our employees can work without getting hurt or suffer occupational illness and make positive contribution to organization, society and environment at large.

### Our Values

We conduct our businesses with respect and care for the environment and without compromising the health and safety of people, whether employees, customers or citizens around the world.

We continuously improve our business processes while meeting or exceeding legal or regulatory requirements and appropriate international standards.

We provide high quality products and services to make our customers successful and add value to our business. We provide an environment for open and transparent communication on QHSE matters.

We recognize that the skills and involvement of our employees are essential for understanding and fulfilling the needs of our company and customers.

We provide the necessary resources to achieve our vision.

We believe in our LIFE (Leadership, Integrity, Flexibility and Efficiency) values and will practice them in our daily life for promoting our good name across the world. We will further enhance our culture by focusing and strengthening four behaviors – Customer Focus, Experimentation, Collaboration & Trust.

### Our Commitment

In order to follow these principles we will

- Integrate QHSE principles into the business strategies and processes.
- Manage QHSE effectively by developing, implementing and maintaining a best practice, process oriented, integrated management system.
- Continuously improve our business processes while meeting or exceeding legal or regulatory requirements and practice the highest standards of integrity and Governance.
- Assess and manage the QHSE risks of the business throughout product life cycle and the environmental impacts from past practices.
- Measure QHSE performance and develop annual and long term QHSE objectives to achieve continuous, sustainable improvement.
- Verify compliance with internal and external requirements through audits and strive for compliance with international standards such as ISO 9001, ISO 14001 & OHSAS 18001.
- Address QHSE issues and their impact on practices, processes and products to align our business with public and customer expectations.
- Promote QHSE awareness and enhance confidence of internal and external stakeholders in our business by informing, consulting, training and advising.
- Hold every employee accountable for their commitment to our principles.
- Through dedicated and disciplined team work and engagement of all stake-holders deliver sustainable results to the Company.

Handwritten signature of K.R. Sekhar in black ink.

**K.R. Sekhar**  
Managing Director

Handwritten signature of Narendra K. Shah in black ink.

**Narendra K. Shah**  
Director & Site Manager

Vapi, June 2017