

POLICY NO: BALCO/POLICY/01

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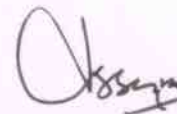
At Balco, we believe in sustainable development and are committed to effective management of SHEQ systems and making it as an integral part of our business.

The Customer's satisfaction, environmental conservation, health and safety of our employees and any other person, who may be affected by Balco's operations, are of paramount importance to us.

Balco strives to:

- ❖ Prevent injury and ill health to employees and contractors by providing a safe and healthy working environment and by minimizing risks associated with occupational hazards by taking proactive measures, setting objectives and targets to achieve world class standards;
- ❖ Conserve natural resources, through adopting environment friendly energy and water efficient technology and process improvements;
- ❖ Adopt the principles of waste avoidance, reuse, recycling and beneficial utilization to minimize disposal of wastes;
- ❖ Improve and enhance environmental conditions thus minimize and mitigate the environmental impacts to our stakeholders;
- ❖ Comply with applicable local, regional and national Safety, Health and Environment regulations, Quality compliances and other requirements as appropriate;
- ❖ Promote a positive SHEQ culture within our organization through effective communication, participation, training and consultation with employees in the workplace and communicate with all our stakeholders on the progress and SHEQ performance ;
- ❖ Implement regular health surveillance and risk-based monitoring of employees;
- ❖ Implement best health and safety practices including selection process of Suppliers & Contractors, equipment, tools and influence our contractors to adopt principles and practices adopted by us in accordance with our own policies;
- ❖ Enhance Customer Satisfaction by minimizing customer complaints, producing and supplying world-class products, to agreed specification and on time, with Asset Optimization as the driving force in all our operations and work;
- ❖ Achieve and maintain organizational excellence and industry leadership by aggressive Growth, relentless Cost Reduction and Continual Improvements in Safety, Health, Environment and Quality in all our work processes.

We shall measure and report progress against this policy and review performance on a periodic basis to ensure ongoing management of quality, environment, health and safety. We shall review content and implementation of this policy periodically and shall communicate this policy to all relevant stakeholders.



VIKAS SHARMA
CEO & DIRECTOR, BALCO