



ADITYA BIRLA GROUP

HEALTH POLICY

Aditya Birla Group recognises that healthy and productive personnel are at the center of sustainable development and occupational health is an important means for social and economic productivity of people, companies, communities and nations. We are committed to the prevention of occupational diseases and the protection of health and well-being of our employees, contractor employees, agency staff, visitors, local communities and society at large.

Every Aditya Birla Group Company endeavors to achieve this by:

- Maintaining positive legal compliance to applicable health regulations and conform to the requirements of Aditya Birla Group Sustainability Framework;
- Ensuring access to basic occupational health services and providing competent and adequate resources including personal protective equipment;
- Identifying process exposure & other occupational health hazards and assessing & managing occupational health risks to as low as reasonably practicable at all facilities;
- Proactively addressing occupational and community health issues during the planning phase of acquisitions, mergers and new projects;
- Pursuing excellence through continual improvement of infrastructure and business processes, promoting best work practices and innovations to minimize exposure hazards to health;
- Ensuring adequate emergency response capability in case of medical emergency;
- Measuring, monitoring and benchmarking of health surveillance, sickness, absenteeism, rehabilitation & recovery programmes as required;
- Safeguarding medical confidentiality and non-discrimination on the grounds of any physical, mental or medical condition; and
- Fostering awareness through health education & training and health promotional activities.

Each Aditya Birla Group Company shall sign up to this policy or develop an equivalent that shall be implemented throughout its operations.

This policy shall be reviewed periodically for its suitability and updated as necessary.

Date: 29th August 2016

ABG/SUST/POL/05

Version: V-3

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