



ENVIRONMENT, QUALITY, HEALTH & SAFETY POLICY

Document Number: SSWL/ ESG/EQHS/ 01

Classification: Internal

Address:
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Chandigarh-160019, India

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Document Control

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Prepared By	HOD-EHS & ESG
Approved By	Dy. Managing Director

Revision History

Revision Number	Change Requested By	Approved By	Revision Date	Sections Modified / Summary of Changes
01	Department of Safety	Managing Director	20.02.2020	Health & Safety points amended
02	Department of Environment	Managing Director	01.05.2021	Environmental points amended
03	Department of Safety	ED - Commercial	01.06.2023	Occupational health related point amended
04	Department of Safety	Dy. Managing Director	01.04.2024	Health & Safety points amended
05	Department of Safety	Dy. Managing Director	01.04.2025	Commitment section amended
06	Department of Quality	Dy. Managing Director	01.04.2026	Commitment section amended

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1. Purpose

Steel Strips Wheels Limited (SSWL) is committed to delivering consistent and reliable products while protecting the environment, preventing pollution, and ensuring safe and healthy workplaces for all employees, contractors and visitors. This Policy defines our commitments and the governance approach to integrate Environmental, Quality and Occupational Health & Safety (OHS) considerations into our design, operations, products, services and supply chain.

2. Scope and Applicability

This policy applies to all SSWL Group locations-manufacturing units, warehouse, utility areas, laboratories, maintenance areas and project sites; all routine and non-routine activities (including shutdowns, overhauls and spill clean-up) including all SSWL Group employees, contract workers, contractors, vendors, and other authorized users connecting to SSWL's network.

HO: S.C.O 49-53 Sector 26 Madhya Marg Chandigarh 160019 India.

Plant: Village Lehli/ Somalheri, P.O. Dappar, Tehsil Derabassi, Distt. ,Mohali,Pin-140506

Plant: Village Muria, P.O.- Kolabira Thana No.-150 Dist. Seraikela-Kharsawan (Jharkhand), Pin-833220

Plant: Plot No. 77,78,136B,394, Village- Martoli/Tejpura, Taluka – Jotana, Distt. – Mehsana, Gujarat, India, Pin -384001

Plant: Plot No. 733, 734, 735, 747 Moja, Jojobera, P.O. Chhota Govindpur, Jamshedpur, Distt. East Singhbhum, Jharkand – 831 015

Plant: A-10, Sipcot Industrial Growth Centre, Oragadam, Vallam Village, Sriperumbudur Taluk, Distt. Kanchipuram, Tamil Nadu – 602105

3. Commitments

- Ensure product and process quality through defect prevention, continuous improvement, effective supplier quality management, and timely delivery.
- Meet all applicable legal and other compliance obligations related to environment, quality and occupational health & safety.
- Adopt risk-based thinking to identify internal and external issues, assess risks/opportunities, and integrate controls into operations and decision-making.

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- Prevent pollution and minimize adverse impacts on air, water, land and noise through monitoring, measurement and continuous improvement.
- Conserve natural resources by improving energy efficiency, reducing consumption, promoting renewable energy use where feasible, and reducing greenhouse gas (GHG) emissions.
- Manage water responsibly by monitoring consumption, improving efficiency, and preventing contamination.
- Reduce waste at source, promote reuse and recycling, and ensure safe handling and disposal of hazardous waste and chemicals.
- Identify hazards and eliminate or reduce occupational health & safety risks through hierarchy of controls, safe work practices and engineering controls.
- Ensure PPE compliance, machine safety, ergonomics, safe material handling, and safe chemical management (including MSDS availability and awareness).
- Maintain emergency preparedness and response for incidents and accidents (including fire safety and spill response) and regularly conduct drills and reviews.
- Consult and involve employees and/or their representatives on environment and OHS matters; define clear roles, responsibilities and accountability across levels.
- Provide adequate resources, training, awareness and supervision to ensure competence and safe, responsible operations.
- Promote a respectful workplace with zero tolerance for discrimination, harassment and retaliation, and communicate clear reporting/grievance channels.
- Adhere to labor laws including prohibition of child labor and forced/compulsory labor, and ensure working hours, wages and statutory benefits comply with legal requirements.
- Establish objectives, targets and leading/lagging indicators to track Environment, Health & Safety performance, review progress, and drive continual improvement.
- To contribute to the communities in which we operate, address social issues, responsibilities & conserve natural resources.
- Transparent communication to all SSWL employees and subcontractors about accountability & responsibility of their safety and safety of people around them.

4. Working Conditions and Employee Well-being

To strengthen social performance and support responsible business practices, SSWL further commits to the following working conditions principles:

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- Fair remuneration: ensure wages meet or exceed statutory requirements and are paid on time; provide clear wage statements to employees.
- Working hours and rest: comply with legal limits on working hours and overtime; provide weekly rest days, breaks and leave entitlements as per law and company rules.
- Benefits: Provide statutory social security benefits (e.g., PF/ESI/Gratuity as applicable) and additional benefits as defined by the company from time to time.
- Work-life balance: promote reasonable scheduling practices and encourage managers to support work-life balance; where roles allow, reduce non-urgent communications outside working hours.
- Employee voice: conduct periodic employee engagement/satisfaction feedback and implement improvement actions; maintain accessible grievance and reporting mechanisms with no retaliation.

5. Governance and Responsibilities

Top management is accountable for this Policy and provides strategic direction and resources. The EQHS and HR functions are responsible for implementation, monitoring and reporting. Department heads and supervisors ensure compliance within their areas, and all employees and contractors are responsible for following requirements and reporting hazards, incidents and improvement opportunities.

6. Implementation & Monitoring

- Maintain management systems and procedures for Environment, Quality and OHS (aligned with applicable standards, legal and other requirements).
- Set objectives and targets (qualitative and quantitative), allocate resources, and track progress through defined KPIs.
- Monitor performance (e.g., energy, water, waste, emissions, incidents/near misses, audit findings) and investigate non-conformances/incidents.
- Conduct internal audits, compliance evaluations and management reviews; implement corrective and preventive actions.
- Communicate this Policy to employees and make it available to relevant interested parties; include requirements in contractor and supplier engagement where ever applicable.

7. Review and Document Control

This Policy shall be reviewed at least once in two year or upon significant changes in operations, risks or legal requirements.

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