



## OCCUPATIONAL HEALTH AND SAFETY POLICY

### *Superform Chemistries Limited*

#### **Policy Statement:**

At Superform Chemistries Limited, safety is at the heart of our values. We are unwavering in our commitment to maintain the highest standards of Occupational Health and Safety (“OHS”) as a part of our operational ethos, which upholds human safety and dignity, operational integrity, and sustainable progress. Our dedication fuels continuous efforts to proactively identify and eliminate risks with a view to minimizing any adverse impacts across our manufacturing and marketing operations, supply chain, research and development, rendering of services and project related activities.

We are unequivocally committed to:

- I. **Prevention Driven, People-Centred Philosophy:** We believe that empowered employees and empathetic leadership are the most resilient barriers to harm. We also believe and work with the conviction that injuries, accidents and occupational diseases are preventable. To achieve this vision, the benchmark we aim to set are as follows:
  - a. Eliminate and (at a minimum) minimize workplace hazards, injuries, illnesses etc. through regular audits and robust risk assessment methodologies;
  - b. Ingrain safety as an indispensable principle of employment; and
  - c. To be ever-evolving through market safety incident analysis and best practice adoption.
- II. **Compliance and Best Practice:** We are resolute in our commitment to uphold and implement applicable statutory and regulatory obligations and industry safety standards, where regulatory alignment is the baseline and our strive for excellence is the benchmark. This aim is envisioned to be achieved through the following ways:
  - a. Meticulously enforced detailed protocols and periodic compliance evaluations;
  - b. Promoting corrective and preventive action mechanism, for timely rectification of any deviation and non-conformance or recurrence prevention;
  - c. Endeavouring to achieve better environmental performance and keeping abreast with the latest international standards and practices.
- III. **Accountability:** Management will be accountable to ensure the continuous enhancement of the health and safety management system, allocating adequate resources and bridging the gaps (if any) between intent and implementation, whereby employees, associates and business partners including contractors and suppliers will feel encouraged to follow and uphold Superform’s OHS policies and guidelines.
- IV. **Safety Governance:** Our ecosystem is operationalised by shared responsibility, and specifically by a three-legged pillar:
  - a. **Anticipatory Governance:** Gaining foresight through incident mapping and analysis to preempt risk at source, to in turn, integrate enhanced safety measures in processes, equipment, and material selection.

#### **Registered Office**

Superform Chemistries Limited (Formerly UPL Speciality Chemicals Limited)  
Uniphos House, Madhu Park, C.D. Marg, 11th Road, Khar West,  
Mumbai – 400 052, Maharashtra, India. CIN: U24110MH2022PLC383012  
Tel.: +91 22 6856 8000 | Fax: 2604 1010/0303

#### **Corporate Office**

Aventura Tower, Plot No. D 404 & 405, Juinagar, TTC Industrial Area,  
MIDC Road, Near Shree Sawan Knowledge Park, Turbhe, Navi Mumbai  
400 705, Maharashtra, India. Tel.: +91 86579 91843, +91 86579 91845  
[www.superformchemistries.com](http://www.superformchemistries.com)



- b. **Participative Governance:** Where every employee is both a stakeholder and a sentinel, empowered to identify and report issues without any procedural delays.
  - c. **Reflective Governance:** A step back to move forward, to introspect and recalibrate old strategies.
- V. **Continuous Training and Awareness:** Promoting a culture built on continuous learning and heightened awareness. To that end, we put in action an ecosystem that ranges from an induction-level sensitization to advanced simulations. Training is reinforced through periodic courses, real-time drills, interactive e-learning platform to enhance safety culture and preparedness.
- VI. **Operational Excellence and Risk Integrity Framework:** We have embedded safety related thinking and measures in how we run and review our operations. We endeavour to ensure our equipment is not just functional but is operated responsibly and is guided by a routine that is prevention-over-repair, by identifying, assessing, and mitigating risks using advanced engineering controls.
- VII. **Emergency response:** We nurture a safety culture that learns, adapts and protects consistently and consciously. In the same breath, we develop and brainstorm our course of actions with highly trained teams should we have to deal with emergency situations which necessitate our prompt action.
- VIII. **Transparent Performance Reporting:** It is our aim to regularly review OHS objectives and report safety performance in the Annual Report.

The company has implemented Responsible Care initiative, and the Management is committed for continual improvement in OHS by carrying out risk assessment through its employees and initiate proactive actions for Hazard Identification, thereby actively and keenly ensuring safety and well-being of all those directly and indirectly associated with our operations and activities including but not limited to our employees, associates, business partners, environment, property and the communities that we serve.

Leadership will accord highest priority to OHS and is fully committed to this policy in letter and spirit.

Raj Tiwari,  
Chief Executive Officer,  
Superform Chemistries Limited

*Effective Date: April 1, 2025*

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