



INDO COUNT INDUSTRIES LIMITED

ENVIRONMENT, HEALTH AND SAFETY POLICY

Version No.:1.1

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Approved by: Board of Directors

A. OBJECTIVE

The objective of the Environment Health and Safety policy ('Policy') of Indo Count Industries Limited ('ICIL' or 'the Company') is to build and maintain a healthy, safe and clean working environment for ICIL employees and the community at large. In its commitment to excellence and sustainable development, the concept of "Safety First" and the execution of environmental and safety programmes is ICIL's priority.

B. SCOPE OF APPLICABILITY

This policy is applicable to all ICIL's directors, employees (including contractors, part-time employees and trainees) and to other key business partners (e.g. non-managed operations, joint venture partners, licensees, outsourcing partners, etc.), across all its locations:

- Production operations and business facilities
- Products and services
- Distribution and logistics
- Management of waste

When working with contractors, suppliers, and other entities collaborating with ICIL or acting on its behalf, ICIL will promote principles and commitments consistent with this policy.

C. POLICY STATEMENT BASED ON EHS PRINCIPLES

1. Safety is our First Priority

We endeavour to achieve "Zero Incidents" across all our business operations. We have defined annual and long-term measurable EHS targets and objectives to avoid, reduce and mitigate EHS-related impacts across our locations and communities.

2. Personnel Health and Wellbeing

We are committed to the health, wellbeing and safety of all our employees and strive our best to create productive, positive, safe and hygienic work environments. Various employee engagement activities and training programs are held regularly to enable employees to rejuvenate, mentally and physically and grow professionally and personally. ICIL's culture promotes a healthy work-life balance and encourages employees to focus.



3. Focus on Sustainability and Environment

We promote sustainable development across our operations by identifying and implementing opportunities for effective resource utilization, pollution prevention, emission reduction and waste reduction. We are focused on promoting Environmental Stewardship initiatives including but not limited to the use of renewable energy, energy conservation, carbon reduction, waste management, rainwater harvesting, water recycling, watershed conservation and tree plantation in order to reduce our environmental footprint and to build sustainability into all our operations. We also work with public and private entities, including governments, non-governmental organisations, other businesses, suppliers, academic institutions, and local communities to promote sustainable practices and share the importance of benefits gained from adopting such activities.

4. Establishing Transparency

We encourage effective communication, proactive participation and consultation with our employees and business partners to promote a positive EHS culture. We communicate with all our stakeholders on the progress and performance of EHS and sustainability measures to maintain the highest standards of transparency.

5. Focus on Risk Management

We identify and measure potential hazards in all our activities and conduct regular and periodic risk assessments and audits to verify compliance with environmental norms. We are also committed to implementing appropriate measures to prevent occupational injuries and illnesses, to reduce environmental pollution, and to advance EHS performance continuously.

6. Compliance with Legal and Contractual Requirements

We comply with applicable national, regional and local EHS regulations and statutory obligations. In the absence (or lack) of appropriate legislation, industry best practices and international standards (as applicable) will be used. We conduct appropriate environmental due diligence as part of any corporate merger, acquisition, property acquisition and/or property lease agreements.

7. Focus on EHS Training

We provide opportunities for and encourage our employees, suppliers, contractors and subcontractors to participate in EHS training events as a way to strengthen our overall EHS awareness and capabilities.

8. Focus on Continuous Improvement

We continuously review and optimize each activity to ensure the soundness of our EHS management system, and to enhance its suitability, adequacy, and effectiveness. We have set quantitative targets/metrics to measure EHS performance which are continuously monitored to determine the impact on the environment, our employees and stakeholders, and the community at large.

D. RESPONSIBILITY

The ESG and CSR Committee of the Board of Directors of the Company oversees the implementation of this policy. Department Heads and line managers are responsible for the full implementation of EHS and sustainability standards that are relevant to their functions and areas of responsibility. They are also responsible for providing periodic updates to the management about EHS practices implemented and current challenges faced with reference to health, safety and environment throughout the organisation.

E. POLICY REVIEW

This Policy will be reviewed regularly and updated as required. Any amendments or changes to the Policy will be approved by the ESG and CSR Committee of the Board of Directors.