



SHIVA GLOBAL AGRO  
INDUSTRIES LTD.

Shiva gives top most priority to Safety, Health and Environment (SHE) performance and standards across all our plants. Shiva regularly assesses and works towards making sure that all our plants achieve best standards in terms of SHE performance.

When operations involve handling of chemical products, following health, safety and environment procedures becomes a necessity and a responsibility. At Shiva, we give utmost importance to the concept of employee health and safety given the nature of manufacturing operations.

We have voluntarily adopted the Process Safety Management System (PSMS) to prevent hazardous incidents.

We have drafted a comprehensive QSHE policy in order to ensure the highest standards possible in SHE management systems, fuelling dynamism in quality, safety, health and environmental performance and driving continuous improvements through the development of key performance indicators for benchmarking;

We believe in adopting a responsible approach to reduce the negative impact of the company's operations on the environment through systematic monitoring of its emissions, effluent release, and also considering energy, water and raw materials conservation measures. We have been adhering to the emissions and discharge standards in all manufacturing operations. Along with thrust on profitability, Shiva has been maintaining a perfect balance with people as well as the environment.

Our employees' involvement in SHE management system is an integral part of our work culture. Capacity building, training initiatives for employees (includes contract workmen), linking of employ career progression to safety performance etc., increase their involvement in SHE activities.

# SHIVA GLOBAL AGRO INDUSTRIES LIMITED

## ENVIRONMENTAL, OCCUPATIONAL HEALTH & SAFETY, QUALITY, (EHSQ) POLICY

### MISSION

To provide farmers with superior quality agricultural products that enhance crop yield and ensure bumper harvests year after year.

### VISION

To be the leader in the seeds and fertilizers market in India while preserving the natural nutrients in the soil and playing a vital role in meeting the ever-growing food demand in the country. We remain committed to the overall growth and development of our organization.

### POLICY

SHIVA GLOBAL AGRO INDUSTRIES LIMITED, being producer of phosphatic fertilisers in India, supports the national aspirations of being a strong agriculture-based economy.

- ✚ SHIVA GLOBAL AGRO INDUSTRIES LIMITED seeks to create and protect shareholder value in the long term through the profitable manufacture and sale of phosphatic fertilisers and related products as one of the leading companies in the industry and while doing so shall protect the environment, Health & Safety of all stakeholders (employees, contractors, visitors, customers, public etc.) by Establishing and maintaining EHSQ management systems with commitment to promote product quality, environmental protection, process safety, occupational health and safety of workers, contractors and visitors, by adopting, good business practices, and complying with applicable legal and other requirements.
- ✚ Committing ourselves towards prevention of injury and ill-health by providing safe working conditions, by eliminating hazards and continual improvement of EHSQ performance through setting measurable performance objectives.
- ✚ Striving to achieve high degree of overall performance by imparting requisite knowledge, skills and competency to employees and contract workmen, and emphasising consultation with all interested parties' and ensuring their participation in various continual improvement measures.

This policy will be reviewed periodically keeping in mind the changes in business scenarios to enable and give direction for the performance measurement of the organisation.

Omprakash K. Gilda  
Managing Director