



## RESPONSIBLE CARE & WELLBEING POLICY

Title	Responsible Care & Wellbeing Policy
Version Number	1
Effective Date	1 <sup>st</sup> May 2023
Authorised By	Whole-time Director
Number of Revisions	-
Last Revised Date	-

We at Udaipur Cement Works Ltd. are committed to promote the wellbeing of all its employees and recognize that employee wellbeing has direct impact on their attendance, work performance and relationship with colleagues.

This policy provides a framework to encourage and facilitate working practices and services that support employee mental and physical health, that is wellbeing, minimize wherever possible the detrimental impact of work-related stress on all employees and their work, and ensure that employees are appropriately supported in their workplace.

The Company is committed to:

- Conducting activities in a manner that is consistent with our Standards on Safety, Industrial Hygiene, Occupational Health, Process Safety, Transport Safety, Environment, Security and Product Stewardship.
- Provide a working environment free from biases and stigma, and where employees who have some mental or physical difficulties/ challenges receive appropriate support and adjustment to allow them to achieve their fullest potential.
- Improve understanding and awareness of wellbeing issues and the support available both within and outside the organisation.
- Provide a culture where all wellbeing issues including mental stress can be discussed openly in a supportive way.
- Designing and developing products that can be manufactured, transported, used and disposed off or recycled safely including the systematic assessment of safer alternatives for hazardous substances of concern and promotion of their substitution when possible.

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- Enhancing security using a risk-based approach to identify, assess and address vulnerabilities, enhance response capabilities and maintain and improve relationships with key stakeholders based on our crisis management standard.
- Instilling a Responsible Care culture throughout all levels of our businesses to continually identify, reduce and manage process safety risks.
- Engaging with governments at all levels for the development of effective and efficient safety, health, environmental and security laws, regulations, and standards.

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

Date: 01/05/2023  
Place: Udaipur

**Naveen Kumar Sharma**  
(Whole-time Director)

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