



ESHS POLICY



ENVIRONMENT, SOCIAL, HEALTH & SAFETY POLICY

We at Gobind Sugar Mills Limited, envisage long-term business success while contributing towards economic and social development that assures a safe and healthy environment and contribute to an equitable society. We are committed to comply with applicable National and provincial legislations related to Environment, Occupational Health & Safety, Labour and community relations. Our endeavor would be to maintain the relevant environmental and social standards and other applicable stakeholder requirements such as Environmental and Social Policies of the World Bank Group IFC Performance Standards, ILO Core Labour Standards and ILO basic terms and conditions of employment as ratified by union of India as well as general and sector specific EHS guidelines for Sugar Manufacturing. Our environmental and Social Management system Policy and procedures would ensure that our teams would:

- Systematically assess the environmental, social, labor, occupational health and safety, community and security risks associated with our operations, any modifications to processes or renovations in the existing facilities as well as new project developments or potential acquisitions.
- Identify and implement Management programs capable of mitigating risks and impacts including emergencies supported by organizational capacity. This would be achieved through deployment of competent and committed teams with clearly defined roles & responsibilities as well as processes & practices guided by Management system principles.
- Proactively engage with our stakeholders such as community, Supply chain, Lenders, regulators, including employees and contractors in understanding their needs and expectations with the aim of fulfilling them.
- Our grievance handling procedures facilitate a free and open communication systems and effectively support the processes to receive, respond, review, resolve the complaints or provide feedback
- Demonstrate transparency in our activities and ensure that the above mentioned commitments are visibly placed on our website and reflected in our annual reports.
- Provide awareness on policy and commitments made by GSML to employees and other stakeholders in an appropriate manner.

As a good responsible corporate citizen, we shall work in coordination with our Adventz Group Companies to identify and promote social and environmental programs beneficial to our communities and contribute to business sustainability.

Date:- Nov 29, 2018


(R.S. Raghavan)
Managing Director

Gobind Sugar Mills Limited, Aira Estate