

## GROUP HEALTH, SAFETY & WELLBEING POLICY

(2021-22)





No business objective can be deemed more important than the physical safety of all our employees and associates. Each one of us should try and make it our personal mission to translate this belief into reality.



Only if ensuring the safety of our people becomes a mission will it be possible for us to raise the bar on safety and reach standards that will be on par with the **best companies in the world.** 

RATAN TATA

## AS TATA CONSUMER PRODUCTS, WE STAND 'FOR BETTER'.

For better products, for better nutrition, for better living. For a better community, and a better planet.

It is our belief that every person in this world strives for a better life. By constantly pushing the boundaries in everything we do – the quality of our products and services, our contribution to the community and the planet, productivity and happiness across all our workplaces and partnerships, and the wealth which we create for all our stakeholders – we will be restless evangelists for a better life.

The health, wellbeing and safety of our workforce are key to this vision.

## **POLICY STATEMENT**

Tata Consumer Products is committed to protect the mental and physical health and safety of all our employees, contractors and those affected by our activities across the world. We believe that all work-related accidents and illnesses are preventable and our goal is "zero harm" to our employees, contractors and visitors to our businesses. This commitment is shown during the COVID-19 pandemic which has challenged our organisation to develop innovative ways of working to protect our employees and their families.

Each individual has a responsibility for their personal safety and wellbeing and of those working with them – this is demonstrated by appropriate behaviours and active health and safety programme participation. All staff must observe health and safety rules and we encourage immediate reporting of any health and safety concern to management. It is incumbent upon our leaders, through role modelling FELT leadership, to set the standards and expectations for our people, work processes and working environment. Our strategies are:

To create an environment in which our people can work safely

Simplify our systems and processes

Routinely reassessing what we do and how we do it

Quickly applying learning for continuous improvement

Our journey to a "zero harm" culture will be sustained by diligent activities driven not only by compliance to laws, regulations and procedures but also by the personal values of managers and employees.

**SCOPE:** This policy covers all TCP operations across the world where we have direct control of the operations including offices and factories. While Joint venture operations are not covered explicitly under this policy, we will strive that adequate and suitable arrangements are put in place by the local management teams.

**ORGANISATION:** Overall accountability for policy and program rests with the Chief Executive Officer. A Group Health & Safety Committee (GH&SC) chaired by the CEO is in place to promote the management of health, safety and wellbeing across the group. This Committee meets quarterly and its aims are to:

- $\bullet$  Raise the profile of Health, Safety and wellbeing within the Group
- Provide a clear structure of responsibility and accountability for H&S
- Set targets for our operating units
- Maintain a formal tracking of performance against a common set of metrics
- Provide a formal report to the appropriate boards
- Monitor the transformation to "zero harm" culture

The Country Heads are accountable for all the locations in their area, with a focus on the offices and sales teams. In countries where we have Operations functions, the senior Operations leadership take responsibility for the factories and warehouses. For each location, responsibility for H&S is delegated to a named senior Manager on site. Those directors with legal responsibility within the individual statutory entities will continue with those remits. All facilities will report monthly into the GH&SC, through the Sustainability Performance Management system.

## TATA CONSUMER PRODUCTS SHALL:

- Provide a safe, healthy and clean workplace for its employees.
- Ensure that all sites will at least meet the relevant statutory obligations and legislation required at a local or national level.
- Maintain a system of periodic audits to assess the effectiveness of management systems, compliance with local or national legislation and group standards. For our factories and selected offices, this means certifying to ISO 45001. For locations still on OHSAS 18001, we will transition to ISO 45001 by 2022.
- Conduct risk assessments to identify hazards and manage risks appropriately. Economic considerations will not have priority over the implementation of measures to lower risks to the appropriate level.
- Influence our business partners in enhancing their Safety and Health Standards
- Maintain systems of work to ensure:
  - adequate control of the mental and physical health and safety risks arising out of our undertakings
  - consultation and participation with our employees and contractors on matters affecting their health and safety through Safety Action Groups
  - the provision of safe plant, equipment and working environment
  - the provision of information, instruction, adequate training and supervision for employees
  - that reporting of accidents and potential hazards are proactively encouraged and investigated to prevent recurrence
  - prevention of accidents and cases of work-related ill-health

This Policy provides the framework for setting and reviewing objectives. This policy will be reviewed annually, to ensure it remains effective. It has my full support and is recognition of my commitment to the journey to develop a "zero harm" culture.

Thanks and Regards

Sunil D'Souza

MD & CEO, Tata Consumer Products
Date: June 16, 2021