

Group Safety, Health & Wellbeing Policy

2022 - 2023



"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 safety, health, and wellbeing of our workforce are at the heart of this vision along with the development and sustenance of a proactive, positive culture being a key enabler.

Policy Statement

Tata Consumer Products is committed to protect and improve safety along with the emotional and physical health 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 our employees, contractors, and visitors to our businesses leave as healthy, or better than when they arrived. This commitment is shown during the COVID-19 pandemic which has challenged our organization to develop innovative ways of working to protect and support 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 behaviors and active safety health and wellbeing programme participation. All staff must observe safety, health, and wellbeing rules

and we encourage immediate reporting of any safety, health, and wellbeing concerns to management. It is incumbent upon our leaders, through role modelling ideal leadership, to set the standards and expectations for our people, work processes, and working environment.

Our strategies are:

- Proactively create an environment in which our people can both feel safe and work safely
- Simplify our systems and processes
- Routinely reassess what we do and how we do it
- Quickly apply learning for continuous improvement

Our journey to a positive safety culture will be sustained by diligent activities driven not only by compliance to laws, regulations and procedures but also raise the standards by the personal values and commitment of our 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 ensure that adequate and suitable arrangements are put in place by the local management teams.

Organization

Overall accountability for policies and programs rests with the MD & CEO. A Group Safety, Health, and Wellbeing Committee (GSH&WC) chaired by the MD & CEO is in place to promote the management of safety, health, and wellbeing across the group.

This Committee meets quarterly, and its aims are to:

- Raise the profile of safety, health and wellbeing within the Group.
- Provide a clear structure of responsibility and accountability for SH&W.
- Set targets for our operating units against the best-in-class industry benchmarks.
- Maintain a formal tracking of performance against a common set of metrics.
- Provide a formal report and recommendations to the appropriate boards.
- Monitor the transformation to a positive safety 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. At each location, a named senior manager is responsible for SH&W on site. Those directors with legal responsibility within the individual statutory

entities will continue with those remits. All facilities will report monthly into the GSH&W committee, through the Sustainability Performance Management system.

- 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.
 - 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, health, and wellbeing standards.
 - Maintain systems of work to ensure:
 - Adequate control of risks to safety, and mental and physical health arising out of our undertakings.
 - Consultation and participation with our employees and contractors on matters affecting their safety, health and wellbeing through Safety Action Groups.
 - The provision of safe plants, equipment, and working environments.
 - 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.



Sunil D'Souza

MD & CEO, Tata Consumer Products
Date: 8th July 2022

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 in recognition of my commitment to the journey to develop a positive safety, health, and wellbeing culture.