

Group Safety, Health & Wellbeing Policy

2024-2026

"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 better community, and for 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, for which 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 are encouraged to immediately report any safety, health, and wellbeing concerns to the management. Our goal is to ensure that our employees, contractors, and visitors to our businesses leave as healthy, or better than when they arrived. It is incumbent upon our leaders, to be role model in providing leadership guidelines, 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.



Diligently apply learning for continuous improvement

Our journey to a positive culture around safety will be sustained by diligent activities driven by compliance to applicable laws, regulations, and procedures. It will also be upheld by our personal values and commitment demonstrated by 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. When TCP acquires new entities, the SH&W policy requirements shall be integrated into these operations in a timely and efficient manner.

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.
- Develop SH&W targets for our operating units with reference to selected best in class industry benchmarks.
- Track our performance against SH&W targets.
- Report our performance to appropriate TCP Boards including recommendations.
- 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 designated senior manager is responsible for SH&W on site. Those leaders 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 relevant global Sustainability reporting tools.

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.
- Conduct risk assessments to identify hazards and manage risks appropriately. Where there is complexity like process risk, systematic process risk reviews shall be undertaken, and relevant control plans developed. We shall not compromise safety in the pursuit of commercial advantage. We shall strive to provide a safe, healthy, and clean working environment for our employees and all those who work with us. Technical standards developed all High Risk and critical activities across the operations sites.
- Influence our business partners in enhancing their safety, health, and wellbeing standards.
- Maintain systems of work to ensure:
 - o Adequate control of risks to safety, and mental and physical health arising out of our undertakings.
 - o Consultation and participation with our employees and contractors on matters affecting their safety, health, and wellbeing through Safety Action Groups.
 - o The provision of safe plants, equipment, and working environments.
 - o Contractor safety management processes to effectively enforce this Policy requirement.
 - o The provision of information, instruction, adequate training, and supervision for employees.
 - o That reporting of accidents and potential hazards are proactively encouraged and investigated to prevent recurrence.
 - o Our efforts to avoid accidents and cases of work-related ill health.



Sunil D'Souza
MD & CEO, Tata Consumer Products
Date: 25th April 2024

This policy provides the framework for setting and reviewing objectives. This policy will be reviewed every two years, 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.