

# CORPORATE INTEGRATED MANAGEMENT SYSTEM POLICY

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## CORPORATE INTEGRATED MANAGEMENT SYSTEM POLICY

Gujarat Fluorochemicals Limited, along with its subsidiaries is adopting the Integrated Management Systems Policy by making 'Responsible Care' an integral part in conducting business and operating facilities in a safe, environment friendly and sustainable manner and implementing its Principles

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Gujarat Fluorochemicals Limited, along with its subsidiaries - GFL Americas LLC., GFL GmbH, GFL GM Morocco, intends to be a market leader in the manufacturing and marketing of Caustic soda, Chlorine, Hydrogen, Chloromethanes, Polytetrafluoroethylene, Refrigerants and Fluorospeciality Chemicals. The Company is adopting the Integrated Management Systems Policy by making 'Responsible Care' an integral part in conducting business and operating facilities in a safe, environment friendly and sustainable manner and implementing its Principles by the following underlying philosophy:

## 1. Occupational Health & Safety

That a safe and healthy work place is built by preventing occupational injury and illnesses, eliminating hazards and reducing risks at workplace and encouraging consultation and participation by involvement of workers' representatives throughout the OH and S Management System.

## 2. Environment Protection

That every employee and all stakeholders in the extended supply chain is highly sensitive and committed to achieve pollution prevention, waste reduction, recycling, energy and resource conservation (water), environmental protection relevant in the context of the organization.

## 3. Product Quality

That products of desired quality meeting customer satisfaction are manufactured and supplied

## 4. Customer Satisfaction

All employees in the Company understand the need to focus on fulfilment of customer expectations as their primary objective



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## 5. Interested Parties Expectations

That every employee of the company focuses on fulfillment of expectations of the interested parties, which includes customers, external service providers, regulatory authorities, investors, surrounding communities and employees etc.

## 6. Compliance Obligation

That the entire team complies with all applicable laws and other requirements that relate to quality, environment, occupational health and safety.

## 7. Security Management

That all assets are physically protected, inventory accounted and risk management measures are in place based on potential security risks, periodically reviewed and that all are aware of the security procedures and systems.

## 8. Continual Improvement

That systems and processes are continuously improved, through external benchmarking, adopting latest technologies and statistical and behavioral tools to improve safety, health, environment performance and fulfill customer expectation.

## 9. Learning and Development

That planned learning and developmental programmes based on the individual learning needs are an integral part of the company culture and operating system.

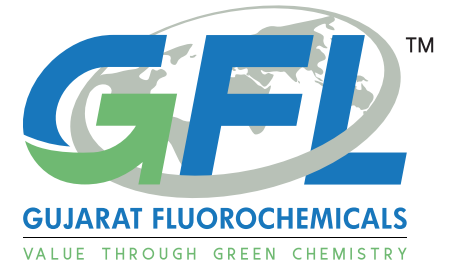
## 10. Business Integrity

That all business operations are conducted in an ethical manner and in compliance with the applicable laws and regulations including anti- corruption, bribery, fraud and with respect to human rights.

## 11. Leadership Commitment, Objective and Monitoring and Review

That the Corporate Leadership will have its Policies, strategic targets and objective for Safety, Health, Environment, Quality, Sustainability and Social Accountability in sync with the overall business objectives and will monitor, review and issue necessary directives issued to ensure the Company's continued commitment and exemplify felt leadership.

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The above is applicable to all Contractors, Sub – contractors, Suppliers and to all Employees Through the implementation of this Policy the Company seeks to achieve

- Long-term trust of its stakeholders
- Incident free, environmentally friendly and sustainable operation in the complete supply chain
- Respect of neighbours and society at large

**V K Jain**

**Managing Director**

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