

Environment, Health & Safety Policy

**L&T Finance Holdings Limited & its
Subsidiaries**

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VERSION CONTROL

Version	Date of adoption	Change Reference	Owner	Approving Authority
1.	April 2021	-	FCM Team HR team CSR & Sustainability Team	CSR & ESG Committee

I. Overview

This policy sets out LTFH's vision and approach towards environment, health and safety. LTFH upholds environment sustainability and ensure compliance with all statutory requirements. As a responsible corporate citizen, LTFH believes that creating a cooperative, healthy and a safe working environment is a prerequisite for success of any organisation.

II. Purpose

LTFH is committed to conduct business in a safe and environmentally friendly manner. This policy will act as a guiding framework for continuous improvement on Environment, Health & Safety and Sustainability front for the Company.

III. Applicability

LTFH Group is committed towards implementation of Environment, Health & Safety (EHS) Policy. This policy is applicable to all operational offices/ branches and subsidiaries located in India.

IV. Policy Statement

LTFH aims to minimise its impact on the planet and work towards continuous improvement on Health & Safety aspects. Safety, health and environment are considered significant aspects for business decisions. LTFH aims to continually improve EHS performance and shall strive to achieve this by,

- Complying with all applicable laws, regulations, legal and other requirements. List of legislations attached as annexure.
- Committed to provide a fair, safe and healthy working environment.
- Creating employee awareness across the organisation through periodic training sessions that are focused on health & safety practices and environmental protection.
- All staff must take reasonable care of their own health and safety including their psychological well-being.
- All staff must take reasonable care that they do not do, or fail to do anything with the consequence that the health and safety of anyone else in the organisation is affected.
- All staff must comply with the organisation's procedures relating to health and safety and with any reasonable instruction that they are given on a health and safety manner including a requirement for routine medical check-ups and undertaking training.
- Encouraging regular health check-up for all employees, tying up with medical check-up service providers for facilitating this.
- Providing access to medical services and availability of on call doctor.
- All offices to be fire safety compliant.
- Minimizing the generation of waste, and by recycling wastes where ever feasible.
- Promoting energy efficiency with the goal of reducing emissions and adverse impact of climate change.
- Efficient management of resources such as paper, water and fossil fuels.
- Disposal of electronic waste in line with regulatory requirements and commitment of 'Zero waste to landfills'.
- Conducting safety and energy audits as per the requirement.

- Measuring the Health, Safety and Environmental performance and setting targets for improvement.
- Conducting periodic mock evacuation drills to ensure preparedness in case of fires, earthquakes and other natural disasters at key locations.
- Creating community awareness about road safety through Corporate Social Responsibility (CSR) programs.

LTFH will ensure implementation of this policy and aims to enhance its environmental, health & safety performance by making continuous improvement in operations and management systems.

V. Policy Governance and review

This policy is governed by the CSR & ESG committee and may, from time to time, be modified or amended, as deemed fit by the Committee. The policy will be reviewed on an annual basis.