

CORPORATE INTEGRATED MANAGEMENT SYSTEM POLICY

(Our Commitment towards Quality, Health, Safety, Environment, Sustainability, security & Responsible Care)

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 Fluorospecialty Chemicals. The Company is adopting the integrated Management System Policy by making 'Responsible Care' an integral part of 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 workplace is built by preventing occupational injury and illness, eliminating hazards and reducing risks at the workplace, and encouraging consultation and participation by the 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 achieving pollution prevention, waste reduction, recycling, energy and resource conservation (water), and environmental protection relevant to the context of the organization.

3. Product Quality

That product of desired quality meeting customer satisfaction is manufactured and supplied.

4. Customer Satisfaction

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

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 the latest technologies and statistical and behavioral tools to improve safety, health, environmental performance, and fulfill customer expectations.

9. Learning and Development

That planned learning and developmental programs based on 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 respect for 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.

The above applies to all Contractors, Sub – Contractors, Suppliers, and all Employees

Through the implementation of this Policy, the Company seeks to achieve

- The long-term trust of its stakeholders
- Incidents free, environmentally friendly, and sustainable operation in the complete supply chain
- Respect for neighbors and society at large



Dr. Bir Kapoor
Chief Executive Officer

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An **INOX**GFL Group Company
BEYOND INFINITY

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