

## FUTURE RETAIL LIMITED

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### **SAFETY & HEALTH POLICY**

Future Retail Limited ("FRL" or "Company") is committed to establish, deliver and display the highest standards of safety in all its business processes.

#### **Our Commitment**

The organization believes in caring for people who work for FRL, visit its facilities, live near its establishments and is committed to fulfill its duty of care with full diligence. FRL recognizes its responsibilities to ensure safety and protection of health of all its stakeholders in and around all its establishments which includes own sites and offices.

The policy document defines the vision, mission, principles, required actions and scope of policy application as well as the responsibilities for execution.

#### **Our Vision**

Our vision is to provide a safe and secure working environment for all our stakeholders i.e. employees, contractors and visitors on all our establishments and communities living nearby and enables a culture of "**Safety First, Safety Always**" to achieve our mission.

#### **Our Mission**

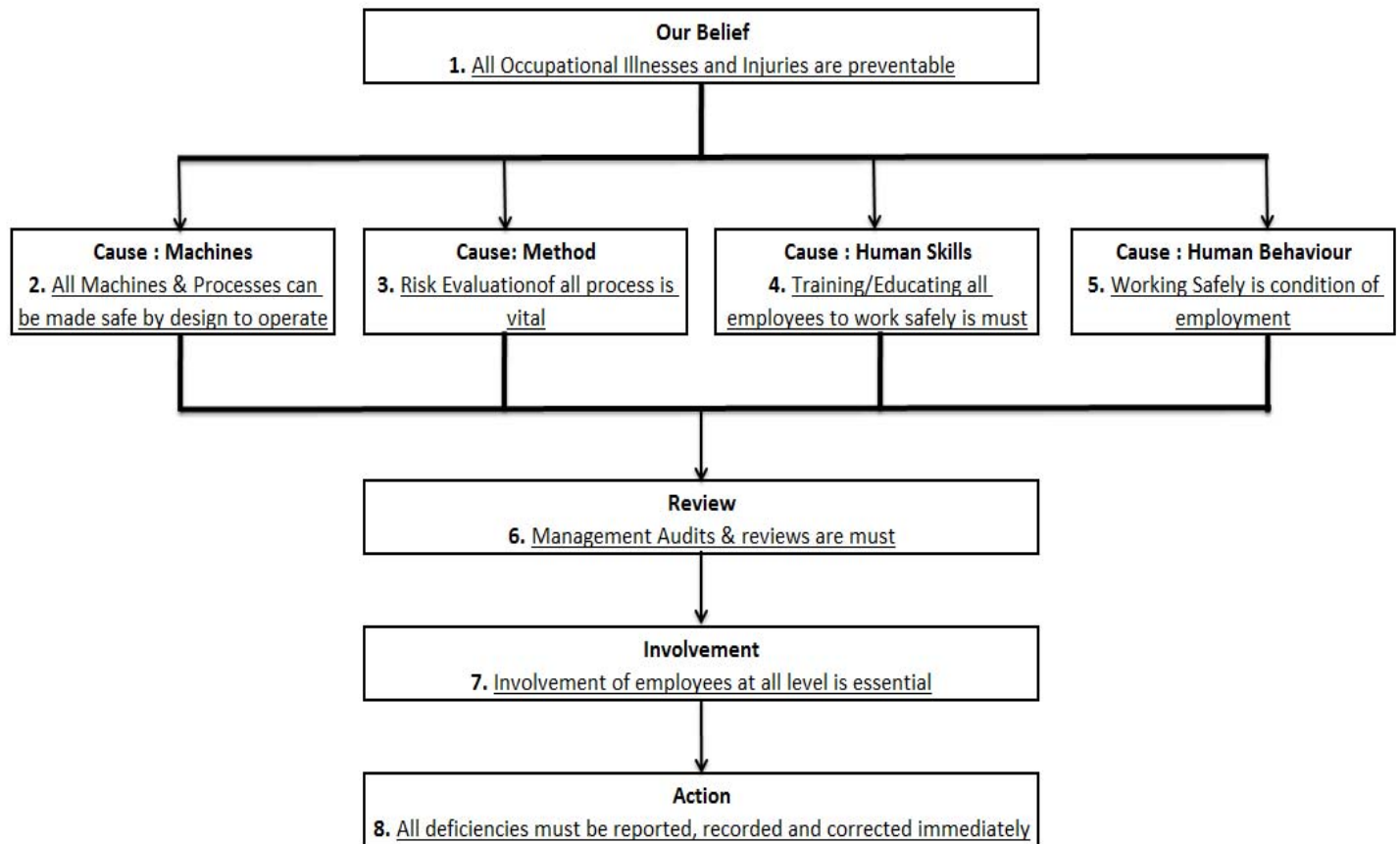
##### **Zero Mission - Status of "Zero Injury Organization"**

The above mission will be supported by demonstrated leadership and employees' commitment at all levels.

#### **Safety Principles**

FRL's occupational safety and health policy is based on and is supported by the following principles.

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In order to allow the safety principles to be incorporated in day to day operations, each operating site has to draw up its own operating manual covering the principles.

### Safety & Health Policy

FRL considers people as its most important assets and is committed to conduct all business activities in a manner that protects the health and safety of our employees, visitors, contractors, customers, consumers, environment and communities in which it operates.

As part of our commitment to achieve the Company's vision, we will do the following:

- Contribute to sustainable development through the establishment and implementation of good international industry practices on Occupational Health and Safety like World Bank Group EHS guidelines and meet the requirement of relevant national laws, regulations and applicable requirements of stakeholders;
- Take account of occupational Health & Safety in planning and decision making of all business processes;
- Provide and maintain facilities, equipment, operations and working conditions which are safe for our employees, visitors, contractors, customers, consumers, environment and communities in and around our establishments;

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- Set continual improvement objectives and targets, provide adequate resources and review this periodically to ensure that these are being met at the individual unit and corporate level;
- Involve employees and provide appropriate training to enable everyone to accept individual responsibility for Occupational Health and Safety management and work in partnership to create a safe organization;
- Institute and implement a system of regular OH&S audit in order to ensure compliance with the laid down policy;
- Ensure that Subsidiaries and JV partners, if any, in future will implement the occupational health and safety management systems commensurate to the risks and impacts of their operations;
- Inculcate behaviour safety as a personal value by treating OH&S as a prime responsibility of line management from the most senior executive to the first line supervisory level;
- Communicate about Safety & Health policy to all stakeholders;
- Endeavour to develop responsible care safety guidelines among our primary suppliers.

All employees of FRL are expected to adhere to and comply with OH&S policy and corporate standards on OH&S.

### **Scope of Application**

This section defines the scope of application of this Policy (where, when and to whom is this Policy applicable).

#### **Where does this policy apply?**

All own/leased sites/offices, depots

#### **Who does the policy apply to?**

All employees at business anywhere

Contractors and visitors while at our sites / office locations.

#### **When does it apply?**

At work (our employees, contractors and visitors)

Travel between home and work of our employees.

Business related travels including stay out of headquarter.

All Company organized business events i.e. training programs, conferences, business related get-togethers, annual sports etc.

### **Implementation Responsibility**

FRL Management at all levels is responsible for Policy implementation. Every site shall prepare a responsibility matrix with respect to this Policy. OH&S responsibilities shall form an integral part of overall job responsibilities of all employees. Any major deviations and need for review of the policy are reported to the Board of Directors of the Company.

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