

## Quality, Health, Safety, Security and Environment (QHSSE) Policy



The Dorf Ketal Group manufactures specialty chemicals to stringent, consistent quality standards. Innovative research & development enables our group to deliver cost-effective value-added products and chemical programs to our customers.



**Dorf Ketal Group sustainability principles drive continuous QHSSE performance improvement in all business processes.**

The Dorf Ketal Group is committed to:



Prevention of work related ill health and injury by providing safe and healthy working conditions, eliminating hazards and reducing risk to workers health, wellbeing & safety through hierarchy of controls.



Operate in a manner that protects the health, wellbeing, safety and security of our stake holders.



Sustainable development, prevention of pollution and protection of environment by taking appropriate measures.



Make sustainable utilization of all resources impacting the environment.



Integrate QHSSE considerations in all decision-making processes.



Meet or exceed all legal, regulatory and other requirements applicable to products, activities and services.



Operate in compliance with the guiding principles, codes of practice and all other applicable elements of Responsible Care®.



Implement and adhere to good product - stewardship practices.



Continually improve our QHSSE management systems, performance and culture by assigning authority, roles, responsibility & accountability of all persons working under the control of our organization through:

- Employees, stake holders and or their representatives' involvement, participation and consultation
- Recognition and career advancement of noteworthy QHSSE performance
- Employee wellbeing and empowerment
- Provision of adequate resources, support and adopting new technologies
- Providing framework for setting QHSSE & wellbeing objectives and improvement opportunities
- Provision of training, competence building, information, instruction and adequate supervision
- Feedback on customer satisfaction



This policy will be reviewed periodically for its relevance, appropriateness and effectiveness and will be communicated to all persons working for or on behalf of our organization and will be made available to all interested parties.



Subodh Menon  
Founder & Vice Chairman