

Document Classification	Public	
Document Number	Version	Document Owner
EHS-HFCL-P1	2.2	EHS team
Updated on	Effective Date	Review Frequency
31.10.2025	01.11.2025	Annual
Recommended by	Reviewed by	Approved by
Shivam Tyagi	Head- Admin and CBO	Board of Directors

Sl. No.	Version	Change/ Update Summary
1	1.0	Initial document
2	1.1	No Key changes
2	2.0	Earlier document was repealed, and new Health & Safety policy was created in addition to EHS management plan to abide legal & other requirements
3	2.1	Employee, Health & Safety enhanced to Environmental, Health & Safety aspects. Minor amendments related to it are being done
4	2.2	<ul style="list-style-type: none"> • Addition of – Policy availability to all stakeholders, specific mention of Eliminating hazards and reducing Occupational Health and Safety risks • Inclusion of “consultation and participation” in the phrase for stakeholders' engagement • Addition of examples of eco conscious activities • Inclusion of word “objectives” in review of EHS management system • Addition of “Approved by” on the policy document

ENVIRONMENT, HEALTH & SAFETY POLICY

POLICY STATEMENT

At Hero Fincorp Limited (HFCL), we reaffirm our commitment to prioritizing the Health and Safety of all our stakeholders while actively working to protect the Environment. We are committed to adhering to all applicable Environmental, Health and Safety laws and regulations at all our workplaces. Compliance with this policy is the responsibility of all employees, vendors, and others working on behalf of Hero Fincorp Limited, and the policy is available for all stakeholders.

WE STRIVE TO ACHIEVE IT BY

- Integrating Environmental, Occupational Health & Safety practices into our activities
- Preventing work related injuries and ill health by providing and maintaining a safe and healthy working environment
- Minimize Environmental impacts through waste reduction, pollution prevention and other eco-conscious initiatives such as sustainable resource use (water, energy, and paper).
- Establishing Environmental, Health & Safety (EHS) management system and imparting appropriate training to the stakeholders
- Engaging the stakeholders through consultation and participation to enhance Environmental, health & safety performance
- Eliminating hazards and reducing Occupational Health and Safety risks.
- Ensuring that emergency procedures are available and followed, such as evacuation in the event of a fire or other major incident
- Ensuring reporting of incidents promptly, investigation for root causes and sharing of the lesson learnt to prevent recurrence
- We will continually improve our Environmental, Health & Safety performance by establishing and reviewing the Environmental, Health & Safety management system including objectives

**For asking questions or reporting issues related to Environment, Health & Safety
Please contact EHS team:**

Email: ehs.hfcl@herofincorp.com

Call: 7065005468

* Reporting is always confidential and if you choose, you may report your concern anonymously

Approved By: Board of Directors