

# **Quality, Health, Safety & Environment Policy**

We, at Anthea Group, are committed to the **research, development, manufacture, and sale of specialty chemicals, primarily for the Fragrance & Flavour industry**. Our mission is to **ensure the highest quality of products and services, safeguard the health and safety of our employees and stakeholders, and minimize our environmental footprint** while ensuring compliance obligations and sustainable business growth.

We commit to achieving **Integrated Management System (IMS) excellence** by continuously improving our **Quality, Health, Safety, and Environmental (QHSE) performance**.

## **Our Commitments:**

### **1. Quality Excellence**

- Ensure **consistent quality** in products and services to meet and exceed customer expectations.
- Implement **risk-based thinking** to prevent quality issues and drive **continual improvement**
- **Promote innovation** in products, processes, and services to enhance quality and efficiency.

### **2. Occupational Health & Safety (OHS) Commitment**

- Provide a **safe and healthy workplace** to eliminate occupational hazards and reduce risks involved at workplace for prevention of injury and ill health
- **Promote a strong safety culture** through employee participation, training, and transparent communication.
- **Elimination of unsafe acts and unsafe conditions**

### **3. Environmental Protection & Sustainability**

- **Commit to reduce emissions, waste generation, and pollution** through sustainable operational practices.
- **Adopt the principle of Reduce, Reuse, Recycle (RRR)** in all stages of operations, including waste management and resource utilization.
- **Integrate Life Cycle Assessment (LCA)** to evaluate and minimize the carbon footprint of our products from raw material sourcing to disposal.
- **Promote resource efficiency**, through **energy conservation, water management, and sustainable raw material sourcing**

### **4. Employee & Stakeholder Engagement**

- Encourage all interested parties for **effective implementation of QHSE goals and initiatives through consultation and active participation**.
- **Provide training and awareness programs** to enhance QHSE performance.
- Engage with interested parties to ensure transparent communication and continual improvements.

Each member of Anthea group is owning and committed to this policy for its effective implementation through best-in-class technologies, adoption of circular economy principles.

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