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TITLE: OCCUPATIONAL HEALTH & SAFETY (OHS) POLICY			

1. Purpose & Objectives

We are committed to ensuring a safe and healthy workplace for all employees, contractors, visitors, and nearby communities.

Our objectives are to:

- Prevent work-related injuries and illnesses
- Eliminate hazards and minimize OHS risks
- Build a proactive safety culture through participation and continual improvement.
- Comply with all legal and other requirements for healthy and safe work environment

Targets

- Zero Fatalities and Zero Major Accidents every year.
- 100% safety induction for employees and contractors.
- 100% annual health check-ups for all workforces.
- Conduct minimum 2 emergency mock drills per site annually.

OHS objectives are measurable, aligned with business needs, and reviewed regularly.

2. Standards & Compliance

Our OHS practices comply with:

- ISO 45001:2018 – Occupational Health & Safety Management System
- Applicable laws.
- Internal risk assessments and industry best practices

We drive continual improvement through audits, reviews, and feedback.

3. Applicability

This policy applies to all the existing and upcoming units of manufacturing and related business operations Its applicability will be extended selectively and progressively, to the suppliers and value chain partners.

4. Roles & Responsibilities

Top Management

- Provide leadership, resources, and oversight
- Review OHS performance and set direction.

Managers

- Ensure safe work practices and enforce protocols.
- Promote a safety-first culture
- Consultation and participation of workers and worker representatives

Employees


- Follow safety procedures and report on unsafe conditions

Contractors, Vendors, Visitors

- Comply with site-specific safety requirements.

OHS Team

- Maintain the OHS management system
- Conduct audits, training, and risk assessments

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5. Implementation

The policy is implemented through:

- Standard operating procedures & documented controls
- Regular risk assessments and hazard mitigation
- Emergency response plans for all sites
- Continuous training and awareness programs
- Safety communication and signage

6. Monitoring & Review

We monitor OHS performance through:

- Internal audits and periodic compliance checks
- Incident reporting and root cause analysis
- Corrective and preventive actions (CAPA)
- Reviews by the OHS Committee and senior management

7. Governance & Sign-Off

This policy has been communicated to all the personnel working for and behalf of the organization and also made available to all by way of public display and provision of copy on request.

This policy is approved and signed by the Chief Executive Officer.

8. Policy Review

Revision No.: 01

Effective Date: 01/07/2025

Reviewed Biennially or as required.



AUTHORIZED SIGNATORY
Chief Executive Officer