



DALMIA BHARAT SUGAR AND INDUSTRIES LIMITED

Regd. Office: Dalmiapuram-621651, Dist. Tiruchirappalli, Tamil Nadu
CIN: L15100TN1951PLC000640

OCCUPATIONAL HEALTH AND SAFETY POLICY

Dalmia Bharat Sugar and Industries Limited ("**the Company**"), is committed to continually improving standards in Occupational Health and Safety, ("**OHS**") with the aim of providing and maintaining a safe and healthy work environment for employees, customers, visitors, and suppliers.

The Company believes that all accidents are preventable. The Company will maintain a safe and healthy workplace through the adoption of modern design and sound engineering principles, routine audits and inspections, maintenance and repair of facilities and equipment, and employee education and training.

The Company's objective is to achieve excellence in the protection of occupational health and safety by eliminating or minimizing the possibility of harm to people, property and the environment to the greatest extent practicable.

This policy embodies the following:

- The Company will work to continually enhance occupational health and safety performance by implementing an effective occupational safety management system and setting occupational health and safety objectives and targets.
- Take every possible care to prevent incidents that may result in personal injury, property damage, or impact on the environment or community by assigning roles and responsibilities to each individual in the Company.
- Provide safety training, work instructions, operational procedures, and supervision to ensure a safe work environment for all employees.
- Develop a system for reporting all incidents, conducting investigations to find the root cause and implementing control measures to prevent reoccurrence.
- Comply with all applicable legal and other requirements.
- Ensure consultation and participation of employees, contractors, and their employees in occupational health and safety-related matters.
- Continue to strengthen safety systems, standards and procedures for preventing and mitigating any potential emergency situation.
- Employees, contractors, and their employees working with the Company have a right and an obligation to work in the safest possible manner in accordance with the Company's safety rules and procedures.
- The Company will provide adequate and appropriate resources to implement this Policy.



- Ensure that the Policy is properly communicated to all employees and made available to all interested parties and carry out a periodic review to ensure its adequacy, suitability, and effectiveness.

This policy applies to Dalmia Bharat Sugar and Industries Limited and all its subsidiaries.