



## Occupational Health & Safety Policy

Occupational Health and Safety (OHS) is a top priority of Dabur's business strategy as we believe that healthier employees are happier and exhibit increased performance. This policy applies to all Dabur employees and workers including trainees, part-time and contractual workforce across our business units, entities we own and entities in which we own a majority interest. This has been developed in consultation with the relevant stakeholders to strengthen the health & safety culture in the workplace. Dabur complies with all relevant laws and regulations with respect to OHS and strives to enhance its performance consistently. Managers are accountable for cascading and enforcing OHS policies & procedures to their subordinates and third parties under their authority.

All leaders are accountable for Health and safety at workplace and must:

- Establish an effective health and safety management system at workplace including the appointment of committees, competent managers
- Establish effective consultation and communication mechanisms with workers and their representatives for gathering employee concerns/inputs and improvement of safety culture
- Provide appropriate, meaningful & effective training and information
- Recognize health and safety concerns and manage/control risks at their location
- Establish and monitor health and safety improvement targets, including evaluation of the management system's efficacy and sufficiency
- Report mandatory Key Performance Indicators (KPIs) via relevant reporting system
- Report all incidents, accidents, and near misses in accordance with reporting requirements, including thorough investigation, follow-up, and communication of lessons learned
- Maintain, communicate, and test both site and role specific emergency plans
- Comply with the applicable legal and other requirements
- Continually improve the performance of the OHS management system, set up priorities and action plans for improvement of the safety performance

All employees must:

- Work safely and appropriately in accordance with defined SOPs.
- Adhere to health and safety procedures and directives that are applicable to their work and/or to which they have been taught or alerted
- Assist team leaders in ensuring that everyone at workplace including contractors and visitors, are aware of and adhere to appropriate health and safety guidelines
- Undertake only tasks for which they are trained, medically fit and sufficiently aware



- Ascertain that they understand emergency response plans at their workplace, on the road, or at a destination they are visiting for business
- Proactively report any incident or near-miss, sickness, dangerous or unhealthy condition, unsafe behaviour, spills or release of material into the environment, so that appropriate actions may be taken

And must not:

- Perform their respective jobs or associated activities, in an unsafe manner, or in violation of laid down procedures or while impaired by alcohol or drugs
- Continue doing any task that is hazardous or unhealthy.

**Mohit Malhotra**  
Chief Executive Officer

Recommended and approved by:			
Approving Authority	Version	Date of Approval	Effective Date
ESG Committee	2.0	12.07.2023	12.07.2023