



Occupational Health, Safety and Environment **(OHSE) Policy**

The Management of Dabur recognizes its employees as the company's most important assets. The company has therefore committed to abide by a Policy of Prevention / Elimination of all undesirable incidents, which may result in Loss of Lives / injuries to personnel and damage to Property / ies, throughout the company's diverse operations globally.

Continual improvement in Occupational Health, Safety and Environment performance will be achieved by abiding to set objectives, measuring performances and communicating results. Management at all levels will be held accountable for the occupational Health, Safety and Environment performance of the company.

Dabur believes that successful implementation and sustainable development of this commitment requires a thorough understanding and complete acceptance of the following initiatives:

- Integrate all business processes with Occupational Health, Safety and Environmental aspects. Proactively evaluate risk of occupational injury / illness & aspect-impact on environment and implement action to eliminate / reduce the risk.
- Develop, document, implement and maintain a sustainable plan of Occupational Health, Safety & Environment (OHSE) Management System encompassing the best OHSE Practices without Risk to Health and Environment at all Workplaces.
- Design, adopt, operate and maintain technology, plants and other facilities within the designated safety and environment criteria throughout their working life.
- Set clear annual OHSE Objectives and Target dates for implementation and initiate periodic review for effectively achieving them.
- Develop and implement "Reduce, Reuse & Recycle" System for Environment with improved Occupational Health, Safety and Environment Management system for continual improvement to meet new OHSE Standards or Legal / Statutory and other requirements and ensure its compliance through regular Auditing.
- Communicate the OHSE Policy to all employees and promote awareness and participation through training.
- Implement this policy and make it available to all stakeholders and interested parties whenever asked for.

Date: 1st April 2012



Chief Executive Officer