



## Occupational Health & Safety Policy

Occupational Health and Safety (OHS) are top priority of Dabur's business strategy as we believe that healthier employees are happier and exhibit increased performance. This policy, which is applicable to all Dabur employees, contract workers and individuals within the Dabur premises, 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. We all have a responsibility to ensure ours' as well as our fellow employees' safety.

All Dabur team leaders are accountable for Health and safety at their 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
- 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
- Continually improve the performance of the OHS management system, set up prioritization and action plans for improvement of the safety performance

All Dabur employees must:

- Work safely and appropriately
- 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
- Promptly report any real or near-miss incident, sickness, dangerous or unhealthy condition, 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, while impaired by alcohol or drugs
- Continue doing any task that becomes hazardous or unhealthy

  
Mohit Malhotra  
Chief Executive Officer