



glenmark

A new way for a new world

OCCUPATIONAL HEALTH & SAFETY POLICY



- + We are committed to comply with all applicable health, safety and environment statutory regulations at all times.
- + We shall endeavor to constantly adopt systems and processes to improve our OHS performance.
- + We shall define responsibilities at all levels and deploy resources to ensure the safety of the employees and promote a safe work culture that supports health and well-being of the employees.
- + We shall encourage workers and employees involvement through representation in the safety committee and other such forums.
- + We will assess competence of individuals in the area of safety during recruitment and career advancement.
- + We shall conduct risk assessments and safety audits at prescribed frequency and take remedial measures to mitigate safety hazards from operations.
- + We shall assess, prior to purchase, all plant equipment, machinery and material for safety features.
- + We shall keep employees informed, educated, trained and retrained on health and safety aspects of their jobs. Wherever required, we will communicate the safety aspects of our operations to the general public.
- + We shall benchmark health, safety and well-being practices to drive continual improvement.
- + We shall review and publish the health and safety performance of the organization in the annual report.
- + We shall review this policy periodically as often as appropriate.
- + We shall communicate health and safety policy to every employee, contractors, sub-contractors, transporters and visitors entering our premises to ensure that they comply with the safety standards of the plant.



Sd/-

OCCUPIER

DATE: 01.04.2024