



OCCUPATIONAL HEALTH AND SAFETY (OH&S) POLICY

At **VVF (India) Limited**, we are a reputed manufacturer of oleochemicals and specialty chemicals, committed to conducting our business responsibly, safely, and sustainably. Protecting our people, planet, and society is at the core of our operations.

This OH&S Policy provides a framework for:

- Effective risk assessment.
- Robust health and safety risk controls.
- Implementation of comprehensive measures at all operational sites.

Our unwavering focus is on safeguarding the well-being of employees, stakeholders, and the environment, while driving sustainable growth.

Scope:

This **OH&S Policy** applies to the entire VVF (India) Limited group and all its legal entities, both domestic and international. It encompasses all:

- Employees and managers, regardless of role or location.
- Contractors, vendors, and third-party service providers.
- Visitors, customers, and business partners engaged with our sites or operations.

Objective & Targets

"Safety overrides all production targets"—this core philosophy underpins every aspect of our operations at VVF (India) Limited. We firmly believe that all incidents and ill health can be prevented. Our vision is to achieve **Zero Harm** through sustainable and safe operations, guided by compliance with all applicable legal requirements and a proactive approach to minimizing hazards and risks.

1. Achieve **ZERO HARM** by adopting world-class standards of EHS Management Systems, process safety management, robust maintenance practices. Enhance strategies to protect the environment and ensure the safety of employees and all stakeholders.
 2. We will train all employees in OH&S policies and practices to improve their knowledge and strengthen safety culture.
 3. We will implement an Occupational health and safety management system in accordance with the ISO standards 45001:2018.
 4. Conduct annual internal audits to review and enhance Hazards Identification & Risk Assessment (HIRA) processes and ensure their effective implementation.
 5. We will set a minimum of **two new safety objects and targets annually** to ensure continual progress.
 6. Improve near-miss incident reporting by **40% by 2030** compared to the base year 2023.
 7. Achieve a **30% reduction in work-related first-aid incidents by 2030** from 2023 base line.
 8. Improve employees trained on hazard identification and risk assessment procedures by **40% compared to 2023**.
 9. Strive for **Zero regulatory violations** by complying with and exceeding all applicable safety, health, and environmental regulations.
 10. Integrate EHS considerations into business planning and decision-making without compromising safety in pursuit of commercial advantage.
 11. Increase participation in wellness programs by **30% by 2030** to promote holistic health and safety. Providing all employees/all stakeholders with good
 12. working conditions by ensuring a 100% safe working environment and operational services.
- Proactive Risk Reduction:**
- a) Conducting comprehensive risk assessments to identify potential hazards.
 - b) Implementing process improvements to mitigate risks effectively.
 - c) Performing periodic FHS audits to ensure compliance and identify improvement opportunities.
 - d) Investigating all workplace and process safety incidents and illnesses to determine root causes.
 - e) Promptly addressing and closing findings to correct unsafe conditions or practices, preventing recurrence
13. Enhance Environment Health and Safety awareness and responsibility among our employees and associated stakeholders including contractor/ transport personnel, valued customers along at par with own employees through MSDS, effective communication, training, and knowledge sharing campaigns.

Responsibility & Review

- The **Site EHS Team** is responsible for ensuring the effective implementation of this **OH&S Policy** across all operations.
- The effectiveness of the **Occupational Health and Safety Management System** is regularly monitored and maintained through **periodic audits and Management Reviews**.
- This **OH&S Policy** is communicated to all employees and stakeholders through multiple channels, including:
 - The company's website.
 - Internal intranet platforms.
 - Awareness training sessions.
- To ensure relevance and alignment with evolving safety standards, the policy is **reviewed and updated periodically** by the EHS Team in collaboration with senior management

Anant Pednekar
Director

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