



Occupational Health & Safety Policy

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1.0 Preamble:

At Aarti Pharmalabs Ltd (APL), we are always focused on delivering stakeholder value by providing the best working environment and experience through consistently integrating our core values of 'Care', 'Integrity', and 'Excellence' into our core business operations and people practices. This policy acts as a guiding force to ensure the display of behaviour that focuses on achieving the commitment for all the stakeholders internal as well as external. The APL aims to foster a workplace defined by a cultural focus on quality, safety, compliance, and the conservation of nature.

At APL, we recognize the fundamental importance of safeguarding the health and safety of our employees, contractors, and visitors. Our commitment to Occupational Health & Safety (OHS) is integral to our business operations and reflects our dedication to maintaining a safe, healthy, and productive work environment. This policy outlines our approach to managing OHS and establishes our commitment to continual improvement in all aspects of health and safety performance.

2.0 Scope of Application:

This policy applies to all employees (including full-time, part-time, and contractual staff members) employed by the APL. It also applies to all suppliers and business partners (including but not limited to contractors, distributors, agents, and any representatives) of APL.

3.0 Responsibility:

Our Environment, Health and Safety (EHS) Department is responsible for ensuring that this policy is made available to and acknowledged by all employees of APL. The Environment, Health and Safety (EHS) department is responsible for implementing the appropriate measures to uphold the commitments outlined in this policy, reviewing it as necessary to ensure its relevance and effectiveness. All employees of APL are responsible for reading and



understanding the following policy and for promoting its implementation where possible. They include the management team, line managers, production supervisors and operators, as well as other support staff who work for us.

4.0 Communication:

This policy shall be disseminated to all employees of APL via the company's intranet and shared with all new hires of the procurement department during the onboarding process. Any significant changes made to the policy shall also be shared with all employees via email and the intranet.

We will also communicate this policy at our webpage to make it transparent to the public.

5.0 Our Commitments:

5.1 Zero Harm Goal

Our Zero Harm Goal is to eliminate workplace injuries and illnesses entirely. We are committed to fostering a safety-first culture, where every employee actively participates in identifying and mitigating risks, ensuring that all safety protocols are rigorously followed, and prioritising the health and well-being of everyone on site.

Specifically, our targets are as follows:

- By FY 2029-30, Achieve a 50% reduction in reportable workplace injuries.
- By FY 2029-30, LTIFR should be achieved ≤ 0.2 per 1000000 man hours.
- By FY 2029-30, LTISR should be achieved ≤ 1.0 per 100000 man hours.



5.2 Hazard Identification & Risk Assessment

We prioritise the continuous identification and assessment of workplace or process hazards to proactively manage and mitigate risks. By conducting regular risk assessments and engaging employees in hazard recognition, we ensure a safe working environment and prevent incidents before they occur, fostering a culture of vigilance and safety awareness.

Specifically, our targets are as follows:

- By FY 2029-30, Establish a methodology to cover 100% hazard assessment and correction during design stage.

5.4 Emergency Preparedness

We prioritise robust emergency preparedness and response plans to safeguard our employees, assets, and operations. By conducting regular drills, maintaining up-to-date emergency equipment, and training our staff on emergency procedures, we ensure readiness for any potential emergency situation. This proactive approach minimises risks and enhances our capability to respond effectively and efficiently, thereby protecting the well-being of everyone on site.

Specifically, our targets are as follows:

- By FY 2029-30, Achieve 100% of employees acceptance of first aid training.
- By FY 2029-30, Achieve 100% training on Emergency Preparedness of all employees.



→ By FY 2029-30, Reduce average emergency response time to under 8 minutes through regular practice and evaluation. (As in base year FY 2023-24, response time is 12 minutes.)

5.5 Health and Wellbeing Programs

We are committed to promoting the physical and mental health of our employees through comprehensive health and well-being programs. These initiatives include wellness workshops, mental health support, fitness activities, and health screenings. By fostering a supportive and health-conscious workplace, we enhance the overall well-being, productivity, and satisfaction of our workforce

Specifically, our targets are as follows:

→ By FY 2029-30, Wellness workshops will be designed to cover at least 50% of our total employees.

5.6 Incident Investigation & Reporting:

Incident investigation and reporting are crucial components of our commitment to occupational health and safety. We conduct thorough investigations of all incidents to determine root causes and implement corrections to prevent recurrence. Our goal is to maintain a transparent reporting process that encourages employees to report incidents promptly, ensuring continuous improvement in our safety protocols.



Specifically, our targets are as follows:

- By FY 2029-30, Identification of unsafe acts, and unsafe conditions to be increased by 10 % to base year FY 2023-24.
- By FY 2029-30, Awareness of identification & reporting of near misses, unsafe acts & unsafe conditions to 100 % to base year FY 2023-24.

5.7 Training and Competence:

Ensuring employees are proficient in their roles and Occupational Health & Safety (OHS) practices is crucial for maintaining a safe workplace. Regular training programs and competency assessments contribute to continuous skill development and adherence to safety standards.

Specifically, our targets are as follows:

- By FY 2029-30, Achieve 20 hr of average training hours per employee per year.
- By FY2029-30, Establish a methodology for the evaluation of 100% training programs.

5.8 Product Safety:

We ensure all products meet or exceed regulatory safety standards through the measures taken to ensure that a product is safe for its intended use, minimising risks associated with its design, manufacture, packaging, labelling, and distribution.



Specifically, our targets are as follows:

- By FY 2029-30, Establish a comprehensive product safety system covering materials and components by implementing risk analysis and mitigation protocols across 100% of our processes.

5.9 Customer Safety:

We prioritise the safety and well-being of our customers throughout their interaction with our products and services. We are committed to providing clear and comprehensive usage instructions and safety guidelines, ensuring products are designed, manufactured, and labelled to minimise risks and comply with safety regulations. Through these measures, we aim to uphold the highest standards of customer safety and satisfaction in everything we deliver.

Specifically, our targets are as follows:

- By FY 2029-30, Establishment of procedures to define disclosures related to products along with SDS for all Active Pharmaceutical Ingredients products.

5.10 Compliance and Continuous Improvement:

We are dedicated to maintaining the highest standards of compliance with occupational health and safety regulations and continuously improving our practices. We are bound to regularly review and update our policies, procedures, and safety protocols to incorporate best practices, technological advancements, and lessons learned. Through these



commitments, we strive not only to meet regulatory requirements but also to exceed them, fostering a workplace culture that prioritises safety, accountability, and continual enhancement of occupational health and safety standards.

Specifically, our targets are as follows:

- By FY 2029-30, 10% reduction in non-conformance in the integrated management system (H&S) during surveillance audit considering baseline year FY 2023-24.

6.0 Review Mechanism

The relevance and effectiveness of this policy document shall be reviewed at least once annually by the management of Aarti Pharmalabs Limited.

7.0 Annexures

7.1. [Single Page Policy Statement](#)

8.0 Amendment History

Sr. No.	Issue No.	Revision No.	Effective Date	Reason for Change
1	01	00	Nov 2022	Demerger from Aarti Industries Ltd.
2	01	01	May 2023	To meet UNGC & Ecovadis criteria.
3	01	02	April 2024	Quantitative targets added.

