

Occupational Health & Safety Policy

At Aarti Pharmalabs Limited (APL), we are committed to maintain the world-class standards of Health, Safety, Security, Human rights, Environment protection, Product quality and Processes while conducting all our Business operations, Services, and Expansion activities.

In order to fulfil our commitment, we strive to:

- Comply all applicable statutory, regulatory and other requirements in respect to occupational health and safety aspects proactively;
- Prevent injury and ill health by sustaining an injury-free workplace with a mindset of zero tolerance towards any incident or injury;
- Eliminate potential hazards and reduce the impact of Occupational Health & Safety (OH&S) risks to all personnel associated with APL business operations including customers and community at large;
- Prioritise robust emergency preparedness through regular mock drills, up-to-date equipment, and staff training to ensure readiness and minimise risks, protecting our employees, assets, and operations.
- Enhance employee well-being through comprehensive health programs, including wellness workshops, mental health support, fitness activities, and health screenings.
- Conduct thorough investigations to identify root causes, implement corrective actions, and maintain a transparent process that encourages prompt reporting for continuous safety improvement.
- Ensure regular training and competency assessments to enhance employees' proficiency in their roles and OH&S practices, maintaining a safe and compliant workplace.
- Ensure all products meet regulatory safety standards by minimising risks across design, manufacture, packaging, labelling, and distribution to guarantee safe usage.
- Prioritise customer safety and well-being by providing clear usage instructions and ensuring our products are designed, manufactured, and labelled to minimise risks and comply with safety regulations.
- Adopt and implement advanced techniques, use of digital tools and methods such as periodic safety and plant condition audits, risk assessments, deviation management, and safety assurance in order to improve OH&S performance across the company;
- Establish adequate procedures, controls and governance which include fixing of responsibilities for employees, contractors, sub-contractors, transporters, visitors and other interested parties entering the premises;
- Provide adequate financial and human resources necessary for continual improvement in OH&S, and practices throughout the life cycle of the product and processes; Become a learning organisation to enhance OH&S awareness and competency among all its relevant stakeholders.
- Set, monitor, benchmark and review objectives and targets on OH&S performance and continually improve them by implementing OH&S management programs.
- Communicate OH&S policy to employees, contractors, customers, community, business associates and interested parties;



Narendra Salvi
Managing Director
Aarti Pharmalabs Limited