

Occupational Health and Safety Policy

SEKHMET PHARMAVENTURES PVT LTD



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SEKHMET PHARMAVENTURES PVT LTD

Windfall, 404, Sahar Plaza Complex, JB Nagar, Andheri-Kurla Road, Andheri (E),
Mumbai, MH 400059 IN

Occupational Health and Safety Policy

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1. Objective:

The primary objective is to ensure the well-being and safety of our employees, visitors, and the surrounding environment. We are committed to fostering a workplace culture where health and safety are paramount, aiming to prevent workplace injuries, illnesses, and accidents. Our goal is to continually assess and mitigate risks associated with pharmaceutical manufacturing and research activities, adhere to regulatory compliance, and promote a proactive approach to safety through education, training, and the implementation of effective safety protocols. Through these efforts, we aim to create a workplace where every employee can perform their duties confidently, knowing that their health and safety are of utmost importance.

2. Scope

This policy applies to all individuals under the company's supervision, including employees, contractors, and any other relevant parties. It also encompasses all our operations, subsidiaries, and applicable joint ventures.

3. Commitments

i. Compliance:

- We will rigorously adhere to all applicable OHS international standards, regulations, voluntary programs, and collective agreements, taking into consideration the evolving landscape of occupational health and safety.
- We will comply with EHS considerations and will be integrated into every phase of our projects, products, processes, and equipment/material procurement, to ensure the highest standards of safety and environmental responsibility.

ii Consultation with and Participation of Workers:

- We recognize the importance of our employees' expertise and will actively involve them in decision-making processes regarding safety and health matters, along with workers' representatives where applicable.

iii Commitment to Continual Improvement:

- We are dedicated to continually enhancing the performance of our OHS management system through regular reviews, assessments, and proactive measures.



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iv. Prioritization and Action Plans:

- We will establish prioritization and action plans to address identified OHS risks and opportunities systematically.
- All Incidents will be promptly reported, recorded, and thoroughly investigated.
- Identify root causes and prevent recurrence.

v. Targets for OHS Performance Metrics:

- We will set quantitative targets to measure and improve OHS performance metrics, ensuring that we meet and exceed industry benchmarks.
- We will set priorities and action plans to manage OHS risks and opportunities, using digital tools to track incidents, inspections, risks, and corrective actions and compliance status

vi. Emergency Response Procedures and Contingency Plans

- We will develop, maintain, and regularly update emergency response procedures and contingency plans to mitigate potential risks and ensure the safety of our workforce and communities

vii. Learning from Incidents:

- We will learn from both internal and external EHS incidents and take appropriate actions to prevent their reoccurrence.

viii .Hazard Awareness and Training

- We will inform and train our workforce on workplace hazards, associated risks and arrangements to mitigate them, empowering employees to contribute to safe work environment.
- We will work towards EHS best practices to continually improve our operations and safeguard the safety and health of our workforce,

ix. Minimizing Environmental Impact:

- We will assess and minimize the adverse impact of our business activities on the environment and communities wherever we operate, striving for sustainable practices.
- ~~We are committed to preventing pollution by eliminating or reducing environmental emissions, waste, and resource consumption, including efficient use of energy and water.~~



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x. Periodic Audits and Reporting:

- We will conduct periodic audits of our EHS systems and monitor EHS performance against progressive international standards, ensuring accountability and transparency.
- We will provide periodic reports on our EHS performance to relevant stakeholders.

4. Policy Review and Approval

The Occupational Health and Safety (OHS) Policy is integral to our organization's commitment to safeguarding the well-being of our workforce and promoting a safe working environment. This policy has been reviewed and approved by the highest levels of management to ensure alignment with our company's values and objectives. ~~It is the responsibility of all employees to adhere to this policy, and any breaches or concerns should be reported promptly.~~ Regular monitoring and evaluation of our OHS performance will be conducted to assess compliance, identify areas for improvement, and ensure that our operations align with evolving international standards and regulations. The OHS Policy will be periodically reviewed to reflect changes in our organization, industry standards, and any lessons learned from incidents or accidents, ensuring its continued relevance and effectiveness in protecting the health and safety of our workforce

END OF DOCUMENT

	Prepared by	Reviewed by	Approved by
Name	A. SADASHIVA REDDY	A. DURGAPRASAD REDDY	SANTHOSH MAHIL
Designation	Sr.DIRECTOR- EHS	HEAD- OPERATIONS	MD& CEO
Signature			