

# Occupational Health and Safety Policy

## 1. Policy Statement

Jyothy Labs Limited is committed to providing a safe and healthy workplace for all employees, contractors, visitors, and value-chain partners. Occupational Health and Safety (OHS) is a core value, integrated into our business strategy and operations, with a firm belief that all work-related injuries and illnesses are preventable. We pursue Zero Accidents and Zero Occupational Illnesses by embedding health and safety considerations into all activities through effective hazard identification, risk assessment, and control measures.

## 2. Scope

This policy applies to all Jyothy Labs Limited locations and activities, including manufacturing units, R&D Centres, offices, warehouses, logistics operations, and covers all employees (permanent, temporary, and contractual), contractors, suppliers, transporters, service providers, and visitors.

## 3. Health & Safety Commitments

Jyothy Labs Limited is committed to:

- Compliance with applicable occupational health and safety laws, regulations, and statutory requirements.
- Providing and maintaining safe workplaces, manufacturing units, machinery, utilities, electrical systems, and fire protection facilities.
- Proactive hazard identification, risk assessment, and implementation of effective risk controls.
- Integrating OHS into business planning, operations, and projects.
- Ensuring consultation and active participation of workers and their representatives in hazard identification, risk assessment, incident investigation, and continual improvement of the OHS Management System.
- Implementing occupational health surveillance including periodic health examinations and exposure monitoring, to prevent work-related injuries and occupational illnesses.
- Promoting individual responsibility for personal safety and the safety of others.
- Encouraging open & transparent reporting of incidents, near misses, and unsafe conditions.
- Establishing measurable OHS objectives and reviewing performance regularly.
- Driving continual improvement through audits, reviews, and adoption of best practices.
- Ensuring effective emergency preparedness, readiness and periodic mock drills.

## 4. Training, Competence & Awareness

We commit to building a competent and safety-conscious workforce by providing OHS awareness trainings, strengthening safety leadership and supervisory capabilities, and promoting occupational health, industrial hygiene, and employee wellbeing programs.

## 5. Roles & Responsibilities

The company shall continue to ensure that occupational health and safety priorities are supported through strategic direction, resource allocation, ongoing oversight and dedicated structures are in place to review and monitor the effectiveness of safety initiatives, ensuring continuous improvement. Line Managers and Supervisors shall implement safety procedures, ensure compliance, and address hazards through timely corrective actions. Employees shall follow safety procedures, use PPE correctly, actively participate in OHS initiatives, and promptly report hazards, incidents, and near misses. Contractors and Value-Chain Partners shall comply with all applicable OHS requirements and laws, and ensure their workforce is trained and adequately supervised.

## 6. Monitoring, Review & Improvement

OHS performance shall be monitored through inspections, audits, leading and lagging indicators, and management reviews, with all incidents and non-conformities investigated and corrective and preventive actions tracked to closure. This policy and the OHS Management System shall be reviewed periodically to ensure continued suitability, effectiveness, legal requirements and alignment with stakeholders.

**Date of Approval: 4<sup>th</sup> May 2026**

**Authorized Signatory**

**M R Jyothy**  
Chairperson & Managing Director

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