

OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENT (OHSE) POLICY

We at Patanjali Food Limited are committed to:

- **Provide** healthy & safe working conditions to prevent and eliminate work related hazards/injury/illness and reduce OH&S risks through consultation and participation of employees/associates in protecting them from reprisal of any incidents, hazards and risks.
- **Protection** of environment including Prevention of pollution through control of resource use & releases.
- **Fulfil** all Compliance obligations including legal & other requirements related to Environment, Health & Safety.
- **Make** continual improvement in our environment, health & safety performance through optimisation of processes.
- This shall be **achieved** with involvement of all the employees & in-line with all stakeholders requirements.



Approved By
Managing Director

Effective Date: 02/01/2023

Patanjali Foods Limited Health and Safety Policy

In Patanjali Foods Limited, we are committed to providing a safe and healthy working environment for our people and stakeholders. We believe that all incidents and occupational illnesses are preventable, and we will work relentlessly to improve our safety performance towards zero incidents.

As a result, we must make every effort to safeguard those who are involved in Patanjali Foods Limited operations from injury. We want to send everyone. We'll carry it out by:

1. The ongoing implementation of our integrated EHS Management System
2. Development and implementation of Minimum Standards for Safety, Environment and Process Safety.
3. Ongoing development of the global EHS reporting platform and the continued development of an open reporting culture.
4. Seeking continuous improvement to health and safety performance through setting annual objectives, targets, KPIs and focus areas, measurement of progress against our goals and communication to our stakeholders.
5. Running an internal audit program and expanding existing in-Country audit programs.
6. Engaging our people to build and maintain a safe workplace.
7. Development and delivery of training and education material to improve workers skills and awareness of EHS requirements and practices; and
8. Complying with all Local and National legislation within the Countries in which we operate

We will take steps to ensure that our people are fit for work and working conditions are monitored. Patanjali Foods Limited expects all people involved in our operations to take responsibility for their own safety and the safety of others around them, and to immediately report any incident or hazard.

This Policy is to be read in conjunction with the:

- Patanjali Foods Limited High Risk Work Policy
- Patanjali Foods Limited Environment Policy
- Patanjali Foods Limited Incident and Hazard Reporting Policy

Approved By
Managing Director



Effective Date: 02/01/2023

Policy No-IMS/PFL/Policy-03

Patanjali Foods Limited High Risk Work Policy

Patanjali Foods Limited is a rapidly growing global business with high-risk work being undertaken regularly throughout our upstream, downstream and construction sites. Many of our conversion processes use or produce flammable or explosive substances.

Most of the major incidents we have experienced have been due to failure to identify hazards and/or follow procedures in carrying out this work.

The purpose of this policy is to clearly state it is Patanjali Foods Limited's intention to reduce injury and save lives by stringent application to the Patanjali Foods Limited High Risk Work standards. It is the responsibility of site leadership to ensure these standards are applied in the field.

In Patanjali Foods Limited "No job is so urgent or important that we cannot take the time to do it safely"

All sites will identify areas where certain high-risk work, such as hot work, height work and confined space work, Work on moving equipment etc. is NOT PERMITTED and enforce the control of these areas.

Where high risk work is permitted site leadership must first ask if there is an alternative. Can the work be done another way? If the work is entirely unavoidable, the following requirements are mandatory:

- All personnel involved (whether contractor or employee) must be trained and competent
- A risk assessment (JSEA) is completed, with control measures implemented.
- A permit to work (PTW) must be completed.
- The final authorizer of the PTW must physically check in the field that all controls agreed are in place. Permits should not be signed off in the office.
- Ensure 100% Energy isolations of all type of Energies- Electrical, Chemical & Mechanical by most adequate control i.e., lock out tag out and try out (LOTOTO).



Approved By
Managing Director

Effective Date: 02/01/2023

Patanjali Foods Limited Environmental Policy

Patanjali Foods Limited is fast growing FMCG and agribusiness group with business activities which include oil palm cultivation, oilseed crushing and edible oils refining, manufacturing of consumer products, specialty fats, Oleochemicals, Nutraceuticals, Honey, Chyawanprash, Sweets, Spices, Biscuits, Medicated juices, Breweries, Dairy products as well as Pulses, Flour and rice milling. Patanjali has over 45 manufacturing plants and an extensive distribution network in country. Patanjali recognizes the value, importance and necessity of sustainably managing its operations such that the present needs of society are met without compromising the ability of future generations to meet their own needs and enjoy the same resources we have today. Patanjali is therefore committed to minimizing the environmental impact from all our operations and to achieve this we will:

- Ensure compliance with all applicable environmental laws in countries in which we operate.
- Maintain, monitor, report, review, audit and continually improve the Patanjali Environmental Management System, consistent with the requirements of ISO 14001, as well as other relevant environmental and sustainability standards.
- Strive for continuous environmental performance improvement through the setting of meaningful environmental objectives and targets.
- Identify, report, investigate and resolve all environmental incidents and non-conformances and take action to prevent recurrence.
- Regularly report to senior management our environmental performance and issues, including infringements and regulatory non-conformance.
- Consult with stakeholders on environmental issues.
- Encourage the use of natural resources or apply waste, energy, and water minimization principles; whichever is more appropriate.
- Take all practical steps to prevent land, air and water pollution through reduced use of chemicals, resource conservation, waste reduction, recycling & reuse and proper waste disposal in every area of activity.
- Educate and train employees on environmental and related issues; and encourage their participation and cooperation to minimise adverse impact on and protect the environment.
- Work with business partners and other stakeholders to ensure they are environmentally responsible.
- Communicate, make available and promote this Environmental Policy with the aim of ensuring that all employees, business partners and other stakeholders are aware of the environmental impacts of Patanjali Group's activities as well as their individual obligations.
- Share and regularly report on our environmental objectives and performance with our employees and other interested parties through annual reports.
- Periodically review this Environmental Policy to ensure it remains relevant and applicable to our business.

Approved By 
Managing Director

Effective Date: 02/01/2023

Policy No-IMS/PFL/Policy-03

Patanjali Foods Limited Integrated Management System (IMS) Policy:

PFL's Leadership team approved Subsequent policies, which are related to multiple ISO standards under a comprehensive policy (Integrated Management System – IMS – policy) in collaboration with PFL's mandates to include explicit delivery of the following commitments to:

- Fulfill the QMS ISO 9001:2015, EHS ISO 14001:2015, ISO 45001:2018 requirements.
- PFL's Business processes review and continual improvement, in order to increase its effectiveness and efficiency.
- Assure, and control the quality of PFL's business processes, in order to promote the business values such as quality culture, trust, integrity, respect, communications & follow up, and continual improvement of the business processes of Quality, Environment, Health & Safety, Customer Service, and Customer Complaints Handling.
- Deliver our mandates and business commitments through eco-friendly business processes with the minimum environmental impacts and CO2 emissions.
- To Ensure PFL's business commitments through safe and healthy business processes that protect the lives of our valued customers, employees, and visitors with a serious elimination of any occurrence of health and safety related risks or hazards.
- Adhere to the regulations and the legal requirements of the Quality, Environment, Health, and Safety – EHS, Customer Service and Customer Complaint management systems, which are issued by the relevant government authorities as per in-line with National & International regulations.
- Manage a professional customer service efficiently and to offer fast, error-free and modern services to our customers, in order to delight them.
- Manage the customers' complaints efficiently and independently, in order to assure its nonoccurrence in future and to drive the improvement process.
- Assure the suppliers' compliance towards the quality, environment, health, and safety regulations and legislation systems.
- Engage and consult with the concerned parties on health and safety issues and methods to ensure knowledge, assessment and monitoring of workplace risks.

Additionally, the leadership team undertakes to publish the IMS policy through the available means to all interested parties such as employees (part time/full time), and to review it periodically.



Approved By
Managing Director

Effective Date: 02/01/2023

Policy No-IMS/PFL/Policy-01