



OCCUPATIONAL HEALTH AND SAFETY POLICY

We at NRB are committed to provide safe and healthy occupational environment to prevent and eliminate work related injury, ill health and harm to people from work-related activities. Occupational health, and safety are part of our management principles. We help ensure the continuity and success of our company by creating and sustaining a work environment that is safe, healthy, and conducive to performance providing our employees with a fulfilling and fruitful life until retirement age. We value people as our most important resource and are committed to achieve excellence in Occupational Health and Safety (OHS) management at all locations.

This policy is applicable to all NRB employees, suppliers, contractors, distributors, logistics partners, visitors and third party, present in NRB premises as appropriate and applicable.

NRB managers accept leadership responsibility for delivering on our Occupational health, and safety objectives, and charged to keep their decision making and actions consistent with this policy.

To achieve this, we shall:

- Comply with all applicable regulatory, statutory and other requirements related to Occupational health, and safety across all our operating units
- Adopt Occupational Health and Safety management systems accepted by international organizations
- Ensure to provide a safe and healthy workplace and have a periodic risk assessment process for identification, classification, prioritization and control of hazards and reduction in OHS risks.
- Develop action plans and set up prioritization areas with respect to the Hazard Identification and Risk Assessment conducted.
- Promote, develop and sustain a work environment safeguarding the health and wellbeing of all
- Consult and participate our workforce directly or through representatives on health and safety dialogues and support a safety culture for all to speak up about non-conformances, undesirable or unsafe situations or any other Occupational health, and safety issues
- Promote excellence in business operations through continual upgradation of infrastructure and business processes to minimize exposure to health hazards



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- Shall implement a robust governance structure to ensure timely review and investigation of reported Occupational Health and Safety incidents and strengthen corresponding actions to avoid occurrence or reoccurrence
- Provide all employees, contractors/ suppliers and visitors with relevant information on operational controls and ensure continuous trainings on Occupational Health and Safety requirements skill development on aspects such as first aid, fire prevention, and all other necessary protocols and mechanisms
- Continually improve the performance of the OHS management system through continuous and comprehensive approach and setting, reviewing, measuring, monitoring and reporting progress of targets and goals. Conduct regular independent external audits based on ISO 45001 (Occupational Health and Safety Management System) to safeguard health and well-being
- Facilitate effective emergency and medical measures to all as deemed appropriate and as and when required
- Establish collaborative partnerships with regulatory authorities and other relevant stakeholders to ensure legal compliance and identify, initiate and execute improvement actions
- Be fully transparent in the periodic reporting on OHS performance. Proactively report all safety-related incidents, investigating the root cause and taking necessary corrective actions by developing time bound actions plans
- Establishing safety committees at all locations to monitor and control health and safety
- ESG Steering Committee will review Occupational Health and Safety performance periodically
- Ensure Occupational Health and Safety Management System is certified as per latest standards such as ISO45001 by third-party.

Amendment Record:

Revision No.	Revision Date	Details of Change	Approved By