



Health & Safety Policy

1. Objective:

JDW Sugar Mills holds an unwavering commitment to providing a safe and healthy working environment throughout our mill operations and registered sugarcane farms. Our health and safety policy is based on a combination of International Labour Organization (ILO) conventions (specifically Conventions No. 155 and 187) and recommendations, World Health Organization (WHO) guidelines, ISO standards such as ISO 45001 and compliance with national laws and regulations, all aimed at ensuring safe and healthy working conditions. Our Line and HSE Managements are responsible for implementing and overseeing safety protocols for their teams and associated third party contractors. Every employee's adherence to safety protocols is a fundamental condition of employment at JDW Sugar Mills Limited (Unit-1). We also require supplier farmers to agree to and adhere to the company's safety policy and protocols as a condition for registering for the Bonsucro program.

2. Scope:

- JDW Sugar Mills and all its activities / operations.
- Registered Agri Farms, treated as a Group.

3. Management Commitment:

- Ensures the development and implementation of safe systems to eliminate where possible or minimize where not possible to eliminate any potential exposure to workplace hazards to an acceptable level as far as is reasonably practicable.
- The Risk Management Approach for the policy will involve conducting hazard assessments of relevant areas and operations within the policy's scope, categorizing identified risks into tolerable and intolerable risks and developing additional controls for intolerable risks to reduce them to acceptable levels within the Risk Index.
- Demonstrate effective management of health and safety through effective and timely Consultation, trainings and communication with all employees, safety representatives and interested stakeholders and promote employee and stakeholder ownership of health and safety matters in the working environment.

- Collaborative risk assessment and risk management at all levels to develop and implement effective risk management strategies in the working environment and not to unduly expose employees and other stakeholders to hazards.
- Provide a system for the training, reporting and investigation of employee concerns or incidents and ensure follow-up and remedial actions are implemented to prevent reoccurrence.

4. Employees, Contractors & Visitors:

- Actively support safety goals and regulatory requirements while promoting a healthy work environment.
- Begin each shift fully fit for work and immediately inform supervisors of any concerns about their fitness for duty.
- Act safely at all times and prevent unsafe situations that could risk their own or other's safety.
- Take immediate action to correct unsafe conditions within their authority or promptly report issues they cannot resolve.
- Report any injuries, incidents, hazards or safety concerns to management immediately for proper investigation and action.
- Follow all posted safety signs and instructions without exception.
- Ensure proper use of tools, equipment and machinery, reporting any safety issues promptly and correctly wear/maintain all provided Personal Protective Equipment.

5. Due Diligence:

JDW Sugar Mills Limited conducts comprehensive due diligence on the Health and Safety policy including policy reviews, stakeholder engagement, legal compliance, integration with business strategy, implementation planning, monitoring mechanisms, risk assessment and continuous improvement processes.

6. Review:

This policy will be reviewed once every year or as required. JDW Sugar Mills Limited reserves the right to modify this policy at any time without prior notice.