VARSHA STONES
INTERNATIONAL PVT. LTD.

Policies

OHS Policy

Occupational Health and Safety (OHS) Policy

Company Name: VARSHA STONES INTERNATIONAL PVT. LTD.
Policy Version: 1.0
Effective Date: 01/01/2025
Next Review Date: 01/01/206
Approved by: Board of Directors / ESG Committee

1. Policy Statement

At Varsha Stones International Pvt. Ltd., the health, safety, and well-being of our employees, contractors, visitors, and partners are of paramount importance. This Occupational Health and Safety Policy demonstrates our commitment to fostering a safe, healthy, and hazard-free workplace that complies with national laws and international standards, including:

- The **ILO Guidelines on Occupational Safety and Health**

- The **Factories Act**, **OSH Code 2020** (India), or applicable local legislation

- **ISO 45001 Occupational Health and Safety Management Systems**

This policy is an integral part of our broader ESG and Sustainability framework and is embedded in all our operational activities and culture.

2. Scope

This policy applies to:

- All permanent, contractual, and temporary employees

- All locations: offices, warehouses, manufacturing units, and project sites

- All third-party service providers, logistics partners, and visitors

- Activities involving production, packaging, logistics, maintenance, and facility operations

3. Governance and Responsibilities

Role	Responsibilities
Board / ESG Committee	Oversight, annual performance review
Chief Operating Officer (COO)	Overall responsibility for policy execution

EHS Manager / OHS Lead	Day-to-day safety operations, audits, training, and compliance
Department Heads	Risk assessments and implementation within teams
All Employees	Personal accountability for following safety protocols

4. Key Health and Safety Commitments (Qualitative Objectives)

a. Safe Work Environment

- Ensure all physical environments are designed and maintained to minimize risk of injury or illness.

- Promote ergonomically designed workstations and production setups.

b. Incident Prevention and Risk Management

- Identify, evaluate, and control workplace hazards through structured risk assessments.

- Implement preventive and corrective actions.

c. Emergency Preparedness

- Establish site-specific emergency plans (fire, chemical spill, earthquake, etc.).

- Conduct periodic mock drills.

d. Health Promotion

- Implement wellness programs, health screenings, mental health support, and access to counselling.

- Encourage work-life balance and psychological safety.

e. Contractor Safety

- Ensure contractors receive the same health and safety orientation and follow company protocols.

- Mandate Personal Protective Equipment (PPE) and safe practices on-site.

5. Quantitative Targets (FY2025–2030)

Target Area	KPI	Goal	Timeline

Lost Time Injury Frequency Rate (LTIFR)	≤ 1.0	Annual	
OHS Training Coverage	100% employees and contractors	Annual	
Fire & Emergency Drills	100% locations	Twice per year	
Risk Assessment Completion	All functional areas	Annually	
Health Check-ups	Annual for 100% of employees	FY2026 onward	
Safety Audit Compliance	100% of manufacturing/logistics units	Bi-annually	

6. Risk Management and Controls

- **Hazard Identification**: Regular walkthroughs, employee reports, safety inspections

- **Corrective Action Tracking**: CAPA system to monitor completion of corrective actions

- **Toolbox Talks**: Weekly safety briefings across operational teams

- **Contractor Controls**: Pre-work safety assessments and vetting of safety records

7. Monitoring and Review

- **Monthly Dashboards**: Incidents, near misses, and training status

- **Quarterly Review**: Chaired by COO, presented to the ESG Committee

- **Annual Policy Review**: In line with operational changes and audit findings

- **Third-party Safety Audits**: For critical sites at least once every 2 years

8. Legal and Standards Compliance

We ensure compliance with:

- The Occupational Safety, Health and Working Conditions Code, 2020
- ISO 45001:2018

- Applicable local labor laws, factory rules, and industry-specific safety standards

9. Integration with BRSR

Framework	Aligned Standards
BRSR	Principle 3 (Employee Wellbeing), Principle 6 (Human Rights), Principle 8 (Compliance)

10. Communication and Capacity Building

- Policy communicated during onboarding and posted at all facilities

- Regular safety bulletins and safety week campaigns

- Managers trained on risk assessments and reporting procedures

- Anonymous feedback mechanism for safety concerns