



## Habib Sugar Mills Limited

Nawabshah - Pakistan

### HEALTH AND SAFETY POLICY

Document #	SOP-0424
Revision #	00
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#### 1. PURPOSE

Habib Sugar Mills Limited identifies our responsibility to ensure a safe and healthy work environment for all our employees, contractors, visitors, and the general public. We are committed to complying with all relevant health and safety laws and regulations, and to continuously improving our health and safety performance in accordance with ISO 9001:2015 QMS, ISO: 22000:2018 FSMS, ISO 14001:2015 EMS, ISO 45001:2018 OHS, 3733:2019 PS, BS V-5.1 & CoC V-5.1.


#### 2. SCOPE

This procedure applies to all activities and processes carried out by Habib Sugar Mills Limited.

#### 3. PROCEDURE

Our policy is to:

1. Provide and maintain safe and healthy working conditions, equipment, and systems of work for all employees and contractors.
2. Provide health and safety training, information, and supervision to employees and contractors, as required, to ensure they are able to perform their work safely and efficiently.
3. The company provides personal protective equipment (PPE) free of cost to its employees and sugar cane field growers to promoting workplace safety and preventing from surrounding hazards according to the (PPE) policy (SOP-0428), also the company aims to create a safe work environment, prevent workplace injuries and illnesses, and promote employees well-being.
4. Set the Health and Safety targets and goals annually to measure performance and to achieve superior results for continuous improvement.
5. Ensure that all hazards and risks associated with our activities are identified, assessed, and managed effectively, and that appropriate control measures are implemented and reviewed on a regular basis.
6. Establish and maintain emergency procedures to deal with potential accidents, incidents, and other health and safety emergencies.
7. Promote and encourage a positive health and safety culture throughout the organization, by involving all employees and contractors in the development, implementation, and review of our health and safety policies and procedures.
8. Regularly review and monitor our health and safety performance, and implement continuous improvement initiatives to ensure that we are always striving to improve our health and safety performance.
9. Empower employees, contractor, customers, suppliers, visitors and stakeholders to promptly report noncompliance or unsafe condition and to take immediate corrective action to prevent injuries or environmental accidents.

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This policy is implemented through a comprehensive health and safety management system, which is designed to ensure that all employees and contractors are able to work safely and efficiently, and to continuously improve our health and safety performance. Our health and safety management system includes the following:

- Identification of hazards and risks associated with our activities
- Risk assessments and development of control measures
- Incident reporting and investigation
- Regular safety audits and inspections
- Training and awareness programs for employees and contractors
- Emergency response planning and procedures
- Continuous improvement initiatives

The success of our health and safety policy depends on the active participation and cooperation of all employees and contractors. We therefore encourage everyone to report any unsafe conditions, incidents, or hazards, and to take an active role in promoting a positive health and safety culture. Together, we can ensure a safe and healthy work environment for everyone in company.

#### 4. Commitments to be accomplished /regulations

- 4.1 Company is committed to the prevention of injury, ill health and Environment in our offices, plant and all the activities/ processes of our product for employees, contractor, suppliers, customers, visitors and stakeholders where we undertake several occupational health and safety measures in order to guarantee the continual improvement of our occupational health and safety management system.

#### 5. Periodicity this will be revised and updated

This procedure will be reviewed annually / as and when required by HSE Committee.

#### 6. RESPONSIBILITY

Concerned department/ sectional in-charges are responsible to implement and make sure the compliance of Health and Safety policy.

  
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