

	<b>Habib Sugar Mills Limited</b>	Document #	PLY-HS-0424
		Effective	13-03-2022
	Nawabshah - Pakistan	Revision #	01
	<b>HEALTH AND SAFETY POLICY</b>	Effective	11-03-2024
		Circulation	12
		Page	1 of 2

## 1. PURPOSE

**Habib Sugar Mills Limited** is committed to ensuring a safe and healthy work environment for all employees, suppliers, clients, other stakeholders, and local communities. Recognizing our responsibility, we pledge to comply with the **Sindh Occupational Health & Safety Act, 2017**, **OHS ISO 45001:2018**, and **BPS V-5.2**, in alignment with the **United Nations Guiding Principles (UNGP) on Business and Human Rights**.

## 2. SCOPE

This policy applies to all operations carried out by Habib Sugar Mills Limited at Mill & Agri Farms.

## 3. PROCEDURE

**Our policy objectives are as follows:**

### 1. Provide and Maintain Safety Standards

We provide and maintain a safe and healthy workplace, equipment, and systems of work for all employees and contractors.

### 2. Health and Safety Training and Supervision

We provide training and raise awareness among our employees, contractors, clients, and other stakeholders on health and safety, ensuring supervision to equip them with the knowledge and skills necessary to perform their work safely and efficiently.

### 3. Personal Protective Equipment (PPE)

We provide supply of personal protective equipment (PPE) free of cost to employees at mills and ensure the growers are providing also to their farmers at sugarcane field to promote workplace safety and prevent harms, injuries. This will be implemented in accordance with **PPE SOP-0428**, aiming to create a safe work environment, prevent injuries, and promote employee / farmers well-being.

### 4. Health and Safety Goals

We set annual health and safety targets and goals to measure performance and drive continuous improvement.

### 5. Risk Management

We identify, manage hazards and measure risks associated with our activities and implementing appropriate control measures.

### 6. Emergency Procedures

We established and maintained robust emergency procedures to address potential accidents, incidents, and other health and safety emergencies.

### 7. Health and Safety Culture

We promote a positive health and safety culture through implementation of enforce plan and review of health and safety policies, procedures and risk assessments.

### 8. Performance Monitoring

We regularly review and monitor health and safety performance, implementing continuous improvement initiatives to ensure consistent advancement in health and safety standards.



## Habib Sugar Mills Limited

Nawabshah - Pakistan

### HEALTH AND SAFETY POLICY

Document #	PLY-HS-0424
Effective	13-03-2022
Revision #	01
Effective	11-03-2024
Circulation	12
Page	2 of 2

#### 9. Stakeholders

We encourage our employees, contractors, customers, suppliers, visitors, and stakeholders to promptly report noncompliance or unsafe conditions. Immediate corrective action will be taken to prevent injuries or environmental incidents.

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
- Safety audits and inspections
- Training and awareness programs for employees, contractors and growers.
- Emergency response planning and procedures
- Continuous improvement initiatives
- Develop Management Plan, SOP and Protocol.

#### 4. COMMITMENTS TO BE ACCOMPLISHED /REGULATIONS

Habib Sugar Mills Limited is committed to the prevention of injury, ill health, and environmental impacts in our offices, plant, and all activities/processes related to our products. We implement various occupational health and safety measures to ensure the continual improvement of our occupational health and safety management system, safeguarding employees, contractors, suppliers, customers, visitors, and stakeholders.

#### 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.

Prepared By  
Manager HSE

Reviewed By  
Director Operation ( M.R & BSTL)

Approved BY  
Resident Director

REVIEW STATUS					
REVIEW DATE	REMARKS	REVIEW BY	SIGNATURE	APPROVED BY	SIGNATURE
13-03-2023	NO CHANGE	HSE MANAGER		DIRECTOR OPERATION (MR & BSTL)	
11-03-2024	CHANGED (DUE TO STANDARD REVISION ON BPS V- 5.2)	HSE MANAGER		DIRECTOR OPERATION (MR & BSTL)	

Valid for three (01) Years