



## Occupational Health and Safety (OHS) Policy

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### Occupational Health and Safety (OHS) Policy

**JK Cement Ltd (JKCL)** integrates occupational health and safety with its operations and processes in harmony with nature, society, and the economy. In alignment with our commitment to sustainable practices and enhancing resilience across our value chain, JKCL is dedicated to:

- Ensure compliance with all relevant laws and regulations, industry standards, and best practices, while adopting any additional measures deemed necessary to go beyond regulatory expectations for occupational health and safety.
- Implement and sustain ISO standards (e.g., ISO 45001:2018) to maintain a safe, hazard-free environment across all operations. Maintain and implement standard operating procedures (SOP) on safety at sites.
- Assess occupational risks and hazards, and implement preventive and corrective measures to minimize injuries.
- Implement advanced technologies and systems to mitigate risks and hazards, minimizing its exposure and vulnerability.
- Ensure a safe workplace through continuous monitoring and improvement measures to prevent accidents and health risks, including providing adequate PPEs, First Aid kits at site, and WASH (water, sanitation, and hygiene) facilities.
- Conduct regular OHS training for employees, contractors, and stakeholders to raise awareness and reduce safety incidents. Conduct induction program on safety for new employees, worker and visitors, before entering the plant premises.
- Set measurable short-term and long-term OHS targets, with transparent reporting and disclosures on progress.
- Develop and execute emergency response plans for plant-related incidents such as fires, natural disasters, and other emergencies. Regularly conduct mock drills to evaluate and enhance the effectiveness of these plans.
- Engage with all stakeholders (internal and external) to ensure participation in OHS decisions, risk identification, and safety measures.
- Integrate OHS criteria into procurement and contracts to ensure partners and suppliers meet safety standards.
- Monitor OHS performance with regular audits, inspections, and independent evaluations for compliance.

The policy shall be reviewed and updated as necessary to align with evolving regulations and best practices. Any amendments will be communicated to all stakeholders in a timely manner.

**Approved By:**

**A.K. SARAOGI**  
Deputy Managing Director & CFO