OCCUPATIONAL HEALTH & SAFETY POLICY

Protecting People. Preventing Harm. Building a Culture of Safety Excellence.

We at Aquapharm Chemical Limited (ACL), as part of the RP-Sanjiv Goenka Group, recognize that the health, safety and well-being of our people are fundamental responsibilities of a responsible business.

We shall integrate Occupational Health & Safety (OH&S) into our business strategy, leadership decisions, operational excellence, investments and organizational culture. We are committed to provide ZERO HARM through proactive hazard elimination, effective risk management, process safety excellence, employee engagement, responsible leadership and continual improvement.

PURPOSE

This Policy defines Aquapharm Chemical Limited's commitments and direction for managing the OH&S hazards and risks associated with its activities, products and services. It provides the basis for OH&S objectives, operational controls, compliance management, performance evaluation and continual improvement through the Company's OH&S Management System.

SCOPE

This Policy applies to all Aquapharm facilities, including the corporate office.

OH&S COMMITMENTS

- **Elimination & Prevention of Hazards**

Identify, assess and eliminate workplace hazards and reduce OH&S risks through systematic risk assessment, implementation of the hierarchy of controls, safe operating practices and continuous improvement. Give priority to eliminating hazards and implementing engineering controls over administrative controls and personal protective equipment.

- **Process Safety Management**

Design, operate, maintain and modify our chemical manufacturing facilities with process safety as a fundamental requirement. Strengthen process hazard analysis, equipment integrity, safety interlocks, management of change, permit-to-work systems, safe operating limits and critical safety barriers to prevent fires, explosions, chemical releases and other major industrial incidents.

- **Workplace Management**

Protect employees from occupational exposure to hazardous chemicals, fumes, dust, noise, heat, ergonomic hazards and other workplace health risks through industrial hygiene monitoring, occupational health surveillance, suitable engineering controls and preventive healthcare programmes. Promote physical and psychological well-being and a healthy working environment.

- **Leadership Accountability**

Establish visible safety leadership and clear accountability at every organizational level. Integrate OH&S performance into business planning, operational reviews, managerial accountability and performance evaluation. Ensure that adequate financial, technological, infrastructural and human resources are available to achieve our safety commitments.

- **Employee Empowerment**

Promote meaningful consultation and participation of employees, contract workers and their representatives in hazard identification, risk assessment, safety committees, incident investigations and OH&S improvement programmes. Empower every worker to stop or refuse work where an imminent and serious danger exists, without fear of retaliation.

- **Business Partner Safety**

Extend our safety expectations to contractors, outsourced personnel, transporters, logistics partners and relevant business associates. Ensure risk-based contractor selection, safety induction, competency verification, supervision and monitoring of work-related safety performance.

- **Emergency Response**

Maintain effective emergency preparedness and response systems for chemical spills, toxic releases, fires, explosions, medical emergencies, natural disasters and other foreseeable emergencies. Strengthen emergency response competence, conduct periodic drills and collaborate with relevant authorities and emergency services to protect employees and surrounding communities.

Aquapharm Chemical Limited
Registered Office: 9th and 10th Floor, Amar Synergy, 12B, Sadhu Vaswani Road, Pune - 411 001, Maharashtra, India.
Branch Office: 31 Netaji Subhas Road, Kolkata - 700 001, West Bengal, India.
P: +91 20 6609 0000 | **F:** +91 20 2605 3396 | **E:** pcbl.investor@rpsg.in | **W:** www.aquapharm-india.com | **CIN:** U20299PN2024PLC227198

Note: With effect from 1 January 2025, Aquapharm Chemicals Private Limited stands amalgamated with Advaya Chemical Industries Limited
"Aquapharm Chemical Limited" was formerly known as "Advaya Chemical Industries Limited"

- **Legal Compliance**

Fulfil applicable occupational health and safety legislation, statutory obligations, regulatory requirements and other requirements to which the Company subscribes. Maintain effective compliance evaluation, internal audits, management reviews and corrective action mechanisms.

- **Responsible Care**

Embed health and safety considerations throughout the lifecycle of our chemicals, from research, development and manufacturing to packaging, storage, transportation, distribution and customer use. Promote responsible chemical management, product safety, process safety, chemical security and responsible distribution practices.

- **Learning & Development**

Encourage transparent reporting of injuries, occupational illnesses, unsafe conditions and near misses. Investigate incidents to identify root causes, implement effective corrective actions, share lessons learned and continuously strengthen our OH&S management system and safety culture.

OH&S OBJECTIVES AND TARGETS – 2027-28

Strategic objective	Target	Timeline
Zero Harm	Achieve a 50% reduction in reportable workplace injuries. Achieve an LTIFR of ≤0.2 per 1,000,000 man-hours. Achieve an LTISR of ≤1.0 per 100,000 man-hours.	2027-28
Hazard Identification & Risk Assessment	Establish a methodology to ensure 100% hazard assessment and correction during the design stage, MOC, etc. Increase the identification of unsafe acts and unsafe conditions by 10% against the FY 2023–24 baseline. Achieve 100% awareness of the identification and reporting of near misses, unsafe acts and unsafe conditions, against the FY 2023–24 baseline.	2027-28
Emergency Preparedness	Ensure 100% of employees receive first-aid training. Provide emergency preparedness training to 100% of employees. Reduce the average emergency response time by 25% through regular practice and evaluation against the FY 2023–24 baseline.	2027-28
OH&S Programs	Design wellness workshops to cover at least 50% of all employees.	2027-28
Training and Competence	Achieve an average of 16 hours of training per employee per year. Establish a methodology for evaluating 100% of training programmes.	2027-28

ROLES AND RESPONSIBILITIES

- Responsibility for adherence to this Policy rests with the top management, namely the Chief Executive Officer (CEO) and the Management Committee Members (MCM) of Aquapharm Chemical Limited.
- The Chief Executive Officer (CEO) and the Management Committee Members (MCM) are responsible for ensuring that this Policy is communicated and implemented within its scope.
- The Head – SHE is responsible for ensuring conformity with the requirements of this Policy and reporting the Policy's performance to top management.
- Implementation of this Policy shall be assessed by the Internal Auditor.

MONITORING AND REVIEW

- Compliance with this Policy shall be ensured by the audit team under the supervision of top management.
- This Policy shall be reviewed at least once a year and whenever necessary.
- Any amendment to this Policy shall be communicated throughout the organization and uploaded to the official website of Aquapharm Chemical Limited (https://aquapharm-india.com) for access by all interested parties worldwide.

Rohit Narang

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Rev. No. - 001:06

Dated: 04.11.2026

Rohit Narang

Chief Executive Officer (CEO)

Aquapharm Chemical Limited

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