



**PDS LIMITED**

*(Erstwhile PDS Multinational Fashions Limited)*

## **OCCUPATIONAL HEALTH AND SAFETY POLICY**

*(Approved in the Board Meeting held on January 24, 2023, and made effective from January 24, 2023)*

## 1. PURPOSE

The Policy on Occupational Health and Safety (the “Policy”) aims to provide a clean, safe, and healthy work environment for all employees/operations, contractors, or individuals under the company’s supervision

The Policy shall come into effect from January 24<sup>th</sup>, 2023.

## 2. OBJECTIVES

- We will only engage with factories that provide their workers with a safe and healthy environment and avoid shared buildings and/or non-industrial buildings;
- Conduct our operations with the utmost regard for the Safety of our stakeholders;
- Comply with all applicable Safety norms, regulatory and other requirements, and conduct regular audits for continuous improvement;
- Support & commit the resources necessary to ensure adherence/ compliance with various standards under relevant statutes;
- Extend required organizational support & provide facilities for imparting relevant Training and Motivation to encourage the involvement of its Employees, on-site contractors, customers, and suppliers for implementation of this Safety and Occupational Health Policy and maintaining safe & eco-friendly business operations;
- Ensure Continual Improvement of the Safety management system with proactive involvement of management and through periodic review of its policy and objectives & quantitative targets for relevance, changing conditions & new information;
- To introduce and maintain prioritization and action plans to develop security awareness and responsibility among all employees;
- We encourage our employees to report any unsafe working conditions or hazards to their supervisors to promptly resolve their concerns;

## 3. MONITORING AND REPORTING

PDS Board will be monitoring the policy to ensure a safe working environment.

## 4. REVIEW OF THE POLICY

The policy will be reviewed periodically for its suitability and updated as necessary

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