

Occupational Health and Safety Policy

Objective:

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.

Scope & Applicability:

This Policy applies to all employees, contractors and any individuals under the company’s supervision across all operations and facilities.

Definitions/Key Terms:

- a. Company – Company means “PDS Limited”.
- b. Policy – Policy means the current policy on Occupational Health and Safety, including amendments, if any, from time to time.
- c. OHS – Occupational Health and Safety.
- d. Stakeholders – Employees, contractors, customers, suppliers, and others associated with the company’s operations as identified from time to time.
- e. PDS Board: Board of Directors of PDS Limited.

Roles & Responsibilities:

- Company Management: Provide resources, facilities and organizational support for implementing OHS practices.
- Employees and Contractors: Follow safety norms, actively participate in trainings, report unsafe conditions, and support eco-friendly business operations.
- Board of Directors: Monitor the policy to ensure a safe working environment.

Procedures/Implementation:

- Engage only with factories that provide their workers with a safe and healthy environment and avoid shared or non-industrial buildings for operations;
- Conduct operations with the utmost regard for the Safety of our stakeholders;
- Comply with 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;

Compliance & Consequences:

All stakeholders are expected to comply with this policy and relevant statutes.

Non-compliance may result in disciplinary actions, operational restrictions, or termination of engagement depending on the severity as the case may be.

Related Documents/References:

This Policy should be read in conjunction with the following documents:

- Applicable safety norms and regulatory requirements.
- Employee Code of Conduct.
- Suppliers' Code of Conduct.
- Stakeholders Engagement Policy.

Ownership and Review:

Ownership: This Policy shall be owned and monitored by PDS Board to ensure a safe working environment.

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

Version History:

Version No.	Approved on	Created by	Approved by
1.	January 24, 2023	Business & Compliance Team	Board of Directors