

## HEALTH & SAFETY POLICY

We at Lalan Rubbers (Pvt) Ltd Everyone, at all levels of our organization, are accountable and responsible for health and safety .We believes health and safety are essential to build a sustainable workforce and business, where the health and safety of our employees, contractors, suppliers, partners and customers is one of our most important values.

We integrate Safety and Health in the management of our business in such a way that all activities are considered with a perspective of prevention of all types of accidents and protection of the people at work. Including fire safety, usage of PPE correctly, safety in machinery & tools, hazardous material handling, safely working at height, manual handling and all areas related safety at work to advance a strong safety culture that effectively prevents accidents.

In accordance to build a health & safe workplace, Lalan Rubbers (Pvt) Ltd is committed to:

- Implementing the ETI Base Code.
- Adhering to all customer requirements, including customer-specific codes of conducts.
- Regulatory compliance.
- Continual improvement in health and safety performance.
- Upon hire, all employees will be provided with health and safety orientation training by covering the site's health and safety policy, safety rules, emergency procedures (including evacuation), method of how to report an injury, illness or incident, General safety and health hazards present at the facility.
- Provide workers with periodic 'refresher' training and additional training if new hazards are introduced to their jobs.
- Ensure the safety of all workers in an emergency event occurs.
- Provide all workers with introductory and on-going training and drills on emergency preparedness and response.
- Carry out health & safety meetings in planned intervals and display photos of trained emergency response workers in each work area, along with information about where and when they work.
- Maintaining a clean and sanitary work environment and provide an adequate number of sanitary and properly maintained toilet facilities.
- Identify, evaluate and control safety and health hazards associated with facility machinery and site vehicles.
- Control or eliminate all machinery and vehicle-related hazards prior to being put in service for the first time.
- Safely transport, store, and use hazardous materials, provide workers with the proper training to handle, store, transport, or dispose of hazardous materials.
- Providing workers with the appropriate PPE whenever hazardous materials.
- To provide prompt access to appropriate health care for all occupational injuries and illnesses.

Building responsibility for health and safety into our business management system will help to stay within the law, avoid penalties and meet the customers' requirements.

This policy should be communicated with all employees in the company by the HR department.