

TRISTAR INTERMEDIATES PVT. LTD.

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Documents No.	TIPL/CQA/P/024	Supersede	Nil
Master Copy	Occupational Health & Safety Policy	Revision No.	NA
		Issue Date	01-04-2025
		Review Period	1 Year
		Review Date	01.04.2026

1. Policy Statement-

Our organization is committed to providing and maintaining a safe, healthy, and secure working environment for all employees, contractors, visitors, and stakeholders. We recognize that chemical manufacturing involves inherent hazards, and therefore, health and safety is a core business priority.

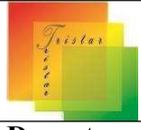
2. Objectives

- Prevent work-related injuries, illnesses, and incidents.
- Eliminate hazards and reduce OH&S risks associated with chemical manufacturing operations.
- Promote a proactive safety culture through training, awareness, and employee engagement.
- Ensure the safe handling, storage, transportation, and disposal of chemicals.
- Continuously improve OH&S performance through periodic review and audits.

3. Commitments

We shall:

- Compliance** – Meet or exceed all applicable **statutory, regulatory, and customer-specific OH&S requirements.**
- Risk Management** – Identify hazards, assess risks, and implement effective control measures (engineering, administrative, PPE).
- Incident Reporting & Investigation** – Promptly investigate all incidents, near-misses, and unsafe conditions to prevent recurrence.
- Training & Competence** – Provide appropriate safety training to employees and contractors, including safe chemical handling, emergency preparedness, and use of PPE.
- Emergency Preparedness** – Maintain and regularly test emergency plans for chemical spills, fires, explosions, and other foreseeable incidents.
- Occupational Health Monitoring** – Conduct periodic health surveillance for employees exposed to hazardous substances.
- Worker Participation** – Encourage employee involvement in safety committees, hazard reporting, and improvement initiatives.
- Environmental & Community Protection** – Prevent unsafe emissions, effluents, and waste that may harm people, property, or the environment.
- Continuous Improvement** – Regularly review OH&S objectives, targets, and performance through management review meetings.



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4. Responsibilities

Top Management – Provide leadership, resources, and commitment to OH&S.

Managers & Supervisors – Implement safety procedures, enforce compliance, and ensure adequate training.

Employees & Contractors – Follow safety rules, use PPE, report hazards, and cooperate with safety initiatives.

Safety Officer / EHS Department – Monitor compliance, conduct safety inspections, and maintain OH&S documentation.

5. Conclusion

This Occupational Health & Safety Policy reflects our unwavering commitment to safeguarding our people, assets, and the environment. We believe that all incidents are preventable and that a zero-Incident workplace is achievable through shared responsibility, active participation, and continuous improvement. By embedding health and safety into every aspect of our chemical manufacturing operations, we protect our employees, comply with all applicable requirements, and strengthen the trust of our stakeholders.

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