



NOCIL LIMITED is committed to conducting its business in a manner that protects the health and safety of all individuals associated with its operations. The company is certified to ISO 45001:2018, demonstrating its dedication to responsible practices and continual improvement.

This policy outlines our commitment to safeguarding the health, safety, and well-being of employees, contractors, visitors, communities and all the stakeholders in which we operate.

## 1. Scope

This policy applies to all Operations, Corporate Offices & Subsidiaries covering, Manufacturing, logistics, sales, research & development, storage, end-of-life management of products and by-products and business activities of NOCIL LIMITED across all sites.

## 2. Objective:

- Achieving zero incidents and zero occupational injuries or illnesses.
- Complying with all applicable legal, regulatory, and industry standards, and continuously striving to exceed them wherever feasible.
- Identifying, assessing, and managing risks to ensure a safe, healthy, and harm-free workplace for employees, contractors, and visitors.
- Fostering a culture of care, accountability, and empowerment by ensuring all personnel are trained, competent, and actively engaged in maintaining a safe working environment.
- Encouraging all individuals to comply with this policy, participate in training, report hazards or incidents, and contribute to continuous improvement.

## 3. Targets:

NOCIL LIMITED will establish measurable health and safety targets, including:

- We are dedicated to achieving a year-on-year reduction in both the Lost Time Injury Rate (LTIR) and Total Recordable Injury Rate (TRIR), with the ultimate goal of zero incidents, showcasing our commitment to employee safety and excellence.
- Our goal is to achieve complete prevention of process safety incidents, including any events involving fire, explosions, or the release of toxic substances. We are committed to maintaining a standard of zero occurrences in order to safeguard both our workforce and the surrounding community.
- Occupational Health and Safety Compliance: Maintain certification and adherence to ISO 45001 across all locations.
- Transparent reporting: Ensure timely and accurate public disclosure of Health & Safety performance

#### 4. Responsibility & Governance:

- Leadership will integrate health and safety considerations into business strategy and operations, ensure adequate resources, and monitor performance through defined KPIs.
- Site Management Responsible for implementing this policy, establishing required procedures, conducting risk assessments, ensuring training and controls are in place, and executing audits and corrective actions.
- Employees, Contractors & Business Partners must comply with this policy, participate in training, identify and report hazards or non-conformities, and actively support continual improvement in health and safety performance.

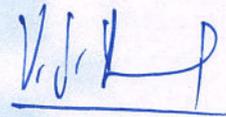
#### 5. Management System & Review

NOCIL LIMITED will maintain and continually improve an Occupational, Health and Safety Management System aligned with ISO 45001:2018 and other relevant frameworks.

This policy will be reviewed annually and whenever necessary to reflect changes in regulations, technology, stakeholder expectations or business context.

Date:

18<sup>th</sup> NOV 2025



Managing Director