



RAJ POLYPACK LIMITED
HEALTH, SAFETY AND ENVIRONMENTAL (HSE) POLICY
(Policy approved by the Board of Directors on June 01, 2026)

1. PREAMBLE

Raj Polypack Limited ("Company") is committed to conducting its business operations in a manner that protects the health and safety of its employees, workers, contractors, visitors and all other stakeholders while minimizing the environmental impact of its activities.

As a manufacturer of plastic packaging products, the Company recognizes its responsibility to ensure safe working conditions, prevent occupational injuries and illnesses, conserve natural resources, and promote environmentally sustainable manufacturing practices.

This Policy reflects the Company's commitment towards achieving excellence in Health, Safety and Environmental ("HSE") performance and complying with all applicable statutory and regulatory requirements.

2. OBJECTIVE

The objectives of this Policy are to:

- a) Provide and maintain a safe and healthy workplace for all employees and stakeholders;
- b) Prevent workplace accidents, injuries, occupational illnesses and unsafe conditions;
- c) Ensure compliance with applicable health, safety and environmental laws and regulations;
- d) Promote efficient utilization of energy, water and other natural resources;
- e) Minimize waste generation and environmental pollution;
- f) Foster a culture of environmental responsibility and workplace safety; and
- g) Continually improve the Company's HSE performance.

3. HEALTH COMMITMENT

The Company shall:

- Provide a healthy working environment for all employees and workers;
- Promote occupational health awareness and preventive healthcare practices;
- Conduct periodic health check-ups as may be required under applicable laws or Company practices;
- Ensure availability of first-aid facilities and medical assistance at manufacturing locations;
- Identify and mitigate workplace health hazards; and
- Encourage employee well-being and fitness initiatives.

4. SAFETY COMMITMENT

The Company is committed to maintaining the highest standards of workplace safety and shall:

- Comply with applicable safety laws, rules and standards;
- Identify, assess and control workplace hazards and risks;





- Provide appropriate personal protective equipment (PPE) wherever required;
- Conduct regular safety inspections and audits;
- Organize safety awareness and training programs for employees and contractors;
- Promote safe operating procedures and emergency preparedness;
- Encourage reporting of unsafe acts, unsafe conditions and near-miss incidents; and
- Strive towards achieving a zero-accident work environment.

5. ENVIRONMENTAL COMMITMENT

The Company shall endeavor to:

- Comply with all applicable environmental laws, regulations and permits;
- Prevent and control air, water and soil pollution arising from operations;
- Reduce waste generation through efficient manufacturing processes;
- Promote recycling, reuse and responsible disposal of waste materials;
- Optimize energy consumption and improve resource efficiency;
- Encourage sustainable use of raw materials and packaging resources;
- Minimize environmental impact throughout manufacturing operations; and
- Promote environmental awareness among employees and business partners.

6. RESPONSIBILITIES

I. Board of Directors

The Board shall provide overall guidance and oversight for implementation of this Policy and review significant HSE matters as may be required.

II. Management

The Management shall:

- Implement HSE systems and procedures;
- Allocate necessary resources for HSE initiatives;
- Ensure compliance with legal requirements;
- Monitor HSE performance; and
- Promote continuous improvement.

III. Employees and Workers

All employees, workers and contractors shall:

- Follow applicable HSE procedures and instructions;
- Use safety equipment provided by the Company;
- Report hazards, incidents and unsafe conditions promptly; and
- Act responsibly towards protecting health, safety and the environment.





7. TRAINING AND AWARENESS

The Company shall conduct periodic training and awareness programs to enhance employee understanding of health, safety and environmental responsibilities and best practices.

8. CONTINUAL IMPROVEMENT

The Company shall periodically review its HSE performance and strive for continual improvement through:

- Risk assessment and mitigation;
- Internal reviews and audits;
- Adoption of improved technologies and practices;
- Employee participation; and
- Compliance monitoring.

9. REVIEW OF POLICY

This Policy shall be reviewed periodically and revised whenever necessary to ensure its continued relevance and effectiveness.

10. AMENDMENT

The Board of Directors of the Company may amend, modify or replace any provision of this Policy in accordance with applicable laws and business requirements.

11. EFFECTIVE DATE

This Policy shall be effective from the date of approval by the Board of Directors of Raj Polypack Limited.

