



# Allied Blenders & Distillers

**ALLIED BLENDERS AND  
DISTILLERS LIMITED**

(CIN: L15511MH2008PLC187368)

**OCCUPATIONAL HEALTH AND SAFETY POLICY**

## 1. PURPOSE

Allied Blenders and Distillers Limited (hereafter referred to as “ABDL” or “the Company”) is committed to achieving excellence in occupational health and safety by ensuring a safe, healthy, and hazard-free work environment across all its facilities. As a leading Indian-made foreign liquor (IMFL) manufacturer, ABDL operates in environments involving distillation processes, flammable materials, high-temperature systems, bottling lines, chemical handling, storage tanks and heavy machinery. Recognizing these risks, we commit to implementing stringent OHS practices to:

- Prevent work-related injuries, illnesses, accidents, and unsafe situations.
- Comply with all applicable health, safety, excise, fire safety, and factory legislations.
- Foster a strong safety culture based on accountability, awareness, and shared responsibility.
- Continually improve our OHS performance in alignment with international standards.

## 2. SCOPE & APPLICABILITY

This policy applies to:

- All ABDL facilities including distilleries, blending units, bottling plants and offices.
- All employees, workers, trainees, contractors, visitors, suppliers and relevant stakeholders engaged in ABDL operations.

## 3. OBJECTIVES

ABDL recognizes that the well-being of its workforce is essential to sustain business growth and operational excellence. To protect the health and safety of our employees and partners, ABDL shall:

- Comply with applicable national, regional, and local health and safety regulations and statutory obligations as well as the industry's best practices. In the absence (or lack) of appropriate legislation, industry's best practices and applicable international standards will be used.
- Develop, implement, and improve health and safety management systems that address both physical and psychological safety risks with our commitments and values and are consistent with world class standards.
- Set targets and objectives to avoid, reduce or mitigate health and safety related impacts on people.
- Prevent injury and ill health to employees and business partners by eliminating physical and psychological hazards and providing a safe and healthy work environment and minimizing the risks associated with occupational hazards.
- Maintain safe equipment, plant infrastructure and operating systems, including fire protection systems, spill containment, ventilation, lifting equipment, safety interlocks, and emergency exits.
- Ensure the availability and proper use of Personal Protective Equipments (PPEs) such as gloves, safety shoes, helmets, respirators and fire-retardant clothing wherever required.
- Conduct regular health and safety review of the projects (including mergers & acquisitions) to identify, prioritize, assess, and take effective actions for mitigating the potential physical and psychological health and safety risks.
- Drive continuous health and safety improvement through setting and reviewing targets using appropriate best available practices and technology.
- Review performance against the policy on a periodic basis to ensure management of health & safety as per our objectives including the sharing of good practices throughout the organization and stakeholders.

- Ensure training for all employees and training to emphasize the importance of maintaining a physically and psychologically safe and healthy workplace.
- Promote a positive health and safety culture through effective communication, participation and consultation with employees and business partners.
- Establish processes of consultation and ensure participation of workers, and their representatives (when applicable) in the decision-making process for health and safety matters.
- Promote awareness of business partners, suppliers, and other stakeholders on the adoption of practices in alignment with our policies, thereby fostering a collective commitment to health and safety.
- Communicate to all our stakeholders on the progress and performance of health and safety management system.

#### **4. GOVERNANCE**

This Policy has been approved by the Chief Human Rights Officer (CHRO) of ABDL. Regional Manufacturing Heads shall be responsible for the day-to-day implementation of this Policy at their respective facilities. The Policy is displayed visibly across all facilities and communicated during induction and training programs. It is accessible to employees, contractors, suppliers, and other relevant stakeholders. It forms part of ABDL's disclosures through BRSR, Sustainability and other regulatory filings. The Policy will be reviewed annually or earlier in response to organizational changes and will be communicated across all ABDL facilities and partner locations.