



Health, Safety & Environment Policy

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DEFINITIONS

DSIL: Dwarikesh Sugar Industries Limited

Policy: Policy refers to this Health, Safety & Environment Policy

OBJECTIVE

Dwarikesh Sugar Industries Limited (herein referred to as “The Company” or “DSIL”), recognizes our responsibility to operate in a manner that safeguards the environment, protects the health and safety of our employees, and promotes sustainable practices. As a leading producer in the sugar industry, we understand the importance of preserving natural resources, minimizing environmental impact, and ensuring the well-being of our workforce.

Our commitment to environmental, health, and safety (EHS) excellence is deeply ingrained in our corporate culture and guides every aspect of our operations. This policy serves as a declaration of our dedication to maintaining the highest standards of environmental stewardship, occupational health, and workplace safety.

The objective of our Health, Safety & Environment Policy at DSIL is to establish a framework that guides our efforts towards achieving excellence in environmental stewardship, safeguarding the health and well-being of our employees, and ensuring a safe workplace. Our objectives are as follows:

1. **Environmental Sustainability:** We aim to minimize our environmental impact by reducing resource consumption, minimizing waste generation, and implementing sustainable practices throughout our operations. Our goal is to conserve natural resources, mitigate pollution, and protect ecosystems, contributing to the long-term health of the planet.
2. **Occupational Health and Wellness:** We strive to create a work environment that promotes the physical and mental well-being of our employees. Our objective is to prevent work-related injuries, illnesses, and accidents by identifying and controlling occupational hazards, providing comprehensive health and safety training, and fostering a culture of health and wellness.
3. **Safety Excellence:** Our primary objective is to ensure the safety of our workforce by maintaining safe work environments, implementing effective safety protocols, and continuously improving safety performance. We are committed to reducing the risk of workplace accidents and incidents, protecting employees from harm, and fostering a culture where safety is paramount.
4. **Compliance and Continuous Improvement:** We are dedicated to complying with all applicable environmental, health, and safety laws, regulations, and standards. Our objective is to achieve and maintain

compliance while continually improving our EHS performance through regular assessment, setting measurable objectives, and implementing best practices.

5. **Stakeholder Engagement:** We aim to engage with our stakeholders, including employees, regulatory agencies, local communities, and other relevant parties, to address EHS concerns, gather feedback, and enhance transparency and trust. Our objective is to build collaborative relationships, foster open communication, and incorporate stakeholder input into our decision-making processes.

By pursuing these objectives, we strive to create value for our company, our employees, and the communities in which we operate. Through a commitment to environmental responsibility, occupational health and wellness, safety excellence, compliance, and stakeholder engagement, we aim to achieve sustainable growth and uphold our corporate values of integrity, accountability, and social responsibility.

HEALTH, SAFETY & ENVIRONMENT POLICY EXTRACT

Dwarikesh Sugar Industries Limited considers the Health, Safety and the welfare of its employees and the environment to be of prime importance to the company, essential to the operation of its undertaking and management responsibility of equal importance to other aspects of the business e.g. Production and quality. As a result, the company is committed to achieving the highest standards of health, safety and environment for all employees and others who may be affected by our activities e.g. customers, contractors, visitors and the public.

This is achieved by:

- Ensuring that all hazards and risks are identified and properly controlled so that employees and others can be protected from danger and ensuring that injury and ill health are prevented.
- Provide adequate financial and physical resources to support the full implementation of the Policy.
- Ensuring that all persons are competent to carry out the duties asked of them, providing information, instructions, supervision, and training as required.
- Consulting all employees, safety representatives and subcontractors in the development of our Policy and encouraging them to participate in and contribute to improvements in the working environment.
- As a minimum standard, monitoring, reviewing and complying with Health, Safety and Pollution Control legislations, regulations and other requirements that are relevant to our operations.
- Providing and maintaining safe plant and equipment and a safe working environment.
- Taking prompt and effective action to address any problems identified through monitoring the implementation of safe working practices and procedures.
- Communicating openly with all persons working on behalf of the company about health and safety matters; and
- Minimizing wastes and emissions, reusing and recycling materials and conserving energy and water to minimize our impact on the environment and also adhering to an effective waste management plan in practice at the factory which includes an efficient effluent treatment plant.

Dwarikesh Sugar Industries Limited is committed to a proactive approach to incident prevention to achieve continual improvement in Health, Safety and Welfare performance. Management is responsible for ensuring that all employees understand the effect that good health, safety and environment protection performance can have on improving the company's business performance and their role in achieving the company's aims through the implementation of this Policy. All employees are required to understand that they have a duty of care not just for their safety but also for their health and safety of others.

This Policy will be displayed prominently throughout the company and will be available externally to all interested parties upon request. It will be kept up to date and will be amended to suit any changes in the size or nature of the company's activities.

Signature:

Name:

Position:

Date:

Seal:

HEALTH, SAFETY & ENVIRONMENT POLICY of DWARIKESH SUGAR INDUSTRIES LIMITED, UNIT- DWARIKESH
NAGAR, DIST. BIJNOR (UP)

CHAPTER 1

INTRODUCTION

This Policy aims to present DSIL's commitment to providing a safe and healthful workplace by describing safe practices and helping to correct some of the more frequently encountered violations of the safety and health standards. It is intended to provide total information in all areas of compliance.

Words such as "MUST", "SHALL", "REQUIRED" and "NECESSARY" appearing in the text indicate requirements under the U.P. Factories Rules, 1950. Procedures indicated by "SHOULD" "SUGGESTED" etc. constitute generally accepted good practice.

The Purpose of a job safety and health program is to protect the employee by the prevention and control of accidents and health hazards that are involved in the elements of production and the operations of any establishment.

- The elements are manpower, machinery and tools, material, equipment and time.
- The major share of all accidents by unsafe conditions or unsafe acts or both.
- An unsafe condition is created by improper control of the physical and environmental hazards.
- An unsafe act is a violation of correct work practices or methods.

Control of conditions and acts will prevent:

- Accidents, injuries, and hazardous environmental conditions.
- The control of conditions and acts depends on a safety program.

Responsibility: The department head, foreman, and supervisor who deals most directly with the employees are responsible for implementing the safety programs. With this responsibility, he is to have appropriate assistance and support. This Policy manual does not however in any sense supersede or nullify any provisions prescribed by legislation through the Factories Act, 1948 and through any other legislation in vogue in the state.

DEFINITION OF SAFETY

Safety is nothing but a way to perform a task in a prescribed and scientific method

Or

Safety is a state of being safe or freedom from risk or danger while performing a predetermined task to achieve the goal.

NEED FOR SAFETY

Our country today is distinctive among the ten most industrialized countries. Such a fast-wide-ranging industrialization has also brought numerous hazards threatening the health and safety of the workers. Accidents are costly to the injured, to the management and to society. When computing costs due to an accident we only consider the direct cost i.e. Compensation to be paid and the medical expenses. The indirect or hidden cost to the management, to the injured person and to the society at large is very often ignored. The indirect cost or (Hidden cost) on average is about six times that of the direct cost. Besides the cost of accident safety of men at work and the safety of the environment, the property is necessary to comply with the statutory requirements.

DEFINITION OF ACCIDENTS

Accident is defined as unforeseen, sudden, unintended or unconscious deviations in work activity that may or may not cause injury. A generally accepted definition of an accident is an unplanned and unexpected event that causes or is likely to cause an injury.

CAUSES OF ACCIDENTS

Accidents may be caused by:

1. Unsafe condition: **An unsafe condition** may refer to the condition of the floors or a ladder, of a machine, of a conveyor belt or anything else of a physical environment of mechanical character, which could lead to an accident.
2. **An unsafe act** is something somebody does which may culminate in an accident. The word “may” is used because it is not necessary that it should always lead to an accident but we can be sure that if such acts are persisted they will result in avoidable injuries. Accidents analysis and studies by safety professionals reveals the following facts for the causes of as accidents.

Human cause	88 % (Unsafe practices, lack of foresight, wrong attitude etc
Mechanical Failure	10% (Plant condition, tools or equipment failure)
Nature calamity	2% (flood, cyclones etc.)

CHAPTER 2

ACCIDENT PREVENTION TECHNIQUES

It has been proved that with concrete effort of the men in industry, accident rates can be reduced considerably. During safety campaigns when men are determined not to get injured, the accidents are reduced and averted. Extensive research has proved that the safe factories produce more.

Basis approach to accident prevention may be divided into three main categories:

1. Engineering
2. Education
3. Enforcement

1. Engineering:

- a. Design of the shop building, provision for adequate ventilation, light, free air circulation, exhaust arrangement to reduce dust fumes etc.
- b. Layout of machines, plant and adequate guarding of dangerous machine parts at point of operations.
- c. Hoisting and handling equipment, tools, bins, storage area, provision of disposal of waste and scraps.

2. Education:

- a. Skill and knowledge of the job assignment, appreciation of working environment, what specific dangers in their own line of work what specific things they themselves may line of work – what specific things they themselves may do to avoid injury rules and procedures govern the job.

3. Enforcement:

- a. Orderliness and discipline – safety contact- follow-up of rules, use of protective appliances.

The following factors are particularly valuable and basis for accident prevention.

1. House Keeping
2. Machinery
3. Maintenance
4. Adequacy of equipment essential to safety
5. Definite program of safety training

1. **HOUSE KEEPING:** Good housekeeping plays a major role in accident prevention – good housekeeping is a major factor in the efficient production of goods of high quality. The relationship is so intimate that it can safely be said that the organization’s standard of housekeeping is an excellent gauge of its competency.
2. **MACHINERY SAFEGUARDING:** Since the elimination of physical hazards to the maximum practicable degree is required for first grade safety performance and since machinery yields high proportion of serious disabilities, inadequate machinery safeguarding means that the probability of serious injuries is high.
3. **MAINTENANCE:** Good maintenance of plant and equipment like good housekeeping is as essential part of good accident prevention program. Furthermore, the condition of all the equipment safeguards etc. essential for safety of employees is a valuable part to prevent injuries.
4. **SAFETY EQUIPMENTS:** In every establishment or undertaking there are activities or conditions for which specific equipment is essential for the safety of employees. Goggles, safety shoes, safety helmets and other item of personal protective equipment fall in this group. Suitable PPEs must be used for where the situation arises, also there is a wide range of accessory plant equipment whose design, adequacy and condition are vital to safety. Portable ladder, extension cords, tackles and hand tools are important examples.
5. **SAFETY TRAINING PROGRAMME:** Training in safe work practice is an essential part for good safety performances. To be effective, definite objective of safety training should be set up.

Some ideas of the things employees can do to promote safety:

1. Every employee should co-operate with the employer.
2. Every employee shall forthwith report to the Employer or the foreman any defect that he may discover in the industrial establishment, or the appliances used their in.
3. Every employee shell makes proper use of all safeguards, safety devices and other appliances furnished in accordance with the code of safety practices for his protection or the protection of others and shall obey all safety instruction made or approved by the competent authority pertaining to his work.
4. No employee shall interfere, remove, damage, or destroy any safety devices or other appliances furnished for his protection or the protection of others or interfere with any method or process adopted.

CHAPTER 3

DETAILED HEALTH, SAFETY & ENVIRONMENT POLICY

The Company believes that consciousness towards safety, health and the environment is an attitude of mind and living up to such an attitude calls for commitment from every one of us. Each one of us makes this commitment so that the spirit of this policy prevails throughout the company. The aim of introducing this Policy is to assist in providing a self and healthful workplace by describing safe practices and helping to correct some of the more frequently encountered violations of the safety and health standards.

In keeping with the statutory requirement and to protect the health, life and the environment the company shall outline without any ambiguity a Safety, Health and Environment Policy as stated below.

OBJECTIVE & SCOPE

The Company's objective shall be always to conduct its operation safely with a view to protect the health of employees and all person who may be affected with due regard for the environment.

POLICY

1. The management of **Dwarikesh Sugar Industries Limited, Unit- Dwarikesh Nagar, Dist. Bijnor** holds very high regard for safety, welfare and health of its employees. It has been and continues to manage its activities responsibly to avoid causing an undue risk to the health and safety of all its employees and others who may be affected by its operations.
2. While the maintenance of safe operating procedures in the plant can result in significant savings. Management believes that the human values involved are of much greater importance.
3. It is the Policy of the Company to provide for its employees safe working conditions, safe tools, equipment, safe working methods and procedures for carrying out all operations. No operation is so important, and no job is so urgent that one cannot find any time to perform it safely.
4. Management provides the necessary authority and resources to hire technical personnel enabling them to achieve and maintain a high standard of safety. The development of safety policies, procedures and practices are the general management functions in the same way as production, quality, dispatching, technical and accounting etc.
5. The heads of divisions/departments shall be responsible for the implementation of safety measures in their work area.

6. The occupier of the Company or his representative will closely monitor the safety performance, housekeeping and maintenance of safe working conditions in all divisions and various plant facilities. He will hold a review meeting for the same as and when required but a minimum once in three months.
7. Management believes in integrating health and safety in all decisions including those dealing with the purchase of plant, equipment, machinery and material.
8. The health and safety of the employees are of prime importance to the company. The responsibility of the management is not only to protect the employees but also to find out ways and means to safeguard the plant and machinery. All efforts shall be made by the company to identify and prevent all the possible hazards and protect the employees therefrom. Special attention will be paid to integrating safety and health procedures in all projects involving new systems, processes and equipment etc.
9. Every employee of the Company is entrusted with individual contributions towards safety. According to his qualifications, experience and position, he shall be responsible for the safety of men, material and machinery under his control. His responsibilities are:
 - a. Safety to himself and his fellow employees.
 - b. Look out for and immediately report any hazard or potential danger.
 - c. Be available at or near the workplace and respond quickly and responsibly whenever required.
 - d. Be aware of all workplace hazard and safety guidelines and follow instructions.
 - e. Always use and encourage others to use the personal protective equipment provided.
10. The management shall organize plant safety committee and shop floor safety meetings involving workers and line managers to discuss and eliminate safety and health hazards that prevailed in the work environment.
11. Each employee who has been trained in safety shall impart the knowledge he has gained to other employees, in keeping the working conditions safe.
12. The management shall strictly consider the health and safety performance of individuals at all levels while considering their career advancement/ promotion or special increment etc.
13. All contractors, sub-contractors and other outside agencies who are engaged in work inside the factory premises shall comply with the safety instructions of the company and shall be responsible for the safety of their employees too.
14. All the job works awarded to various contractors for working inside the factory shall include the safety clause in the terms and conditions of the job order documents and the same should be executed in duplicate by the contractors.

15. The company would highlight the health and safety performance of the plant in its Annual Report.
16. Training shall be provided to those engaged in hazardous jobs to enable them to know about the hazards and safety measures that are required to be taken to minimize them.
17. Management would conduct periodical plant and safety Inspections and safety audits to ensure the effectiveness of safety procedures and practices being followed.
18. The management would ensure that the working area and outside environment are made safe by monitoring to the work environment and outside environment periodically through the competent authority.
19. Air/ Water pollution standards shall be strictly adhered to and the air/water pollutants arising out of the production activities shall be effectively controlled and routed through ETP wherever required.

THIS POLICY SHALL BE FOLLOWED BY ALL EMPLOYEES TO CREATE AND MAINTAIN A SAFE AND HAPPY ENVIRONMENT AMONG THE DWARIKESH SUGAR INDUSTRIES LIMITED, UNIT- DWARIKESH NAGAR.

CHAPTER 4

EMPLOYEES PLANT CONDUCT

1. Employees are allowed in the plant only at such time as their duties may require them to be.
2. It is the responsibility and in the interest of the employees to work safely.
3. Do not Report for duty in ill health or under the influence of intoxicants.
4. Attend duty in proper dress. Do not use loose clothing and chappals.
5. Clothing not worn on the job should be placed at a designated location and not lying around.
6. Do not tease or abuse others while at work. This will divert his attention. Don't disturb a person who is working on a machine.
7. Never take shortcuts or take chances. Don't use a makeshift arrangement.
8. Be careful with yourself and your fellow workers, so that they may not get involved in an accident due to your negligence.
9. Never remove or deface a tag placed on any valve or equipment unless you are specifically authorized by the section in charge to do so.
10. Every employee should know the location of the firefighting and safety appliances and first-aid boxes in their respective area.
11. Running, Jumping, Horseplay and yelling or throwing material inside the factory are prohibited.
12. Every employee should consider it a part of his duties to take an active part in all safety work and should insist on the observance of safe practices by fellow employees.
13. Every employee must report any accident, near miss accident, damage caused to equipment or material at the earliest to his supervisor.
14. Any situation likely to affect the safety of any employee must be promptly reported to the supervisor concerned and/or safety department.
15. Entering in electrical switch-gear room without any authority is forbidden.
16. Employees are forbidden to use compressed air to clean their clothing or person and to dissect it on another person.
17. Keep all exits free of obstruction for emergency escape.

CHAPTER 5

RESPONSIBILITIES OF PLANT PERSONNEL IN CASE OF ACCIDENT

1. The injured person:

- a. Report the accident to the supervisor immediately.
- b. Get the first- aid at the plant or at the Occupational Health Centre/hospital situated at the factory.

2. The person at site:

- a. Inform the supervisor if not already done.
- b. Give first aid if you can or call for help.
- c. Inform hospital and if necessary, call for ambulance.
- d. If it is a serious accident, inform the Head of Department, giving the exact location of the accident.

3. The Supervisor:

- a. On receipt of the information of the accident, rush to scene.
- b. Render help, first aid and medical aid if necessary, call for ambulance or use vehicle available at site.
- c. In case of serious injury inform Departmental Head / Personnel Manager.
- d. Fill up internal accident report and send to the medical officer through the injured person or special messenger.
- e. Obtain information and take care of injured person.
- f. In Case of serious dangerous occurrence or accident, do not disturb anything at site of accident except removing the casualties and taking precaution or measures as are necessary to prevent damage, loss or accident/injury.

4. Section Head:

- a. In case of simple injury, the injured person should be allowed to resume duty if advised fit by the Medical Officer.
- b. In case of serious accident, rush to the scene of accident and take charge of overall situation or depute senior Supervisor/ Engineer to do so.
- c. As per the Seriousness of the accident, he shall recommend management to form an enquiry committee for investigation.
 - i. Accident Investigation: The main essentials of accident investigation are

1. To bring out full details leading to the accident for the notice of all personnel in a systematic manner.
2. To establish the true cause of accident so that preventive action can be taken to avoid reoccurrence.
3. To comply with the statutory requirements.

CHAPTER 6

SAFETY ORGANISATION: SAFETY COMMITTEE

Safety committee consists of members from various departments and chaired by a senior officer for effective implementation of accident prevention program.

OBJECTIVE

The objective of the committee is to promote and maintain active interest in safety and accident prevention and to achieve high level of safety performance with the participation of all sections of employees.

JURISDICTION

The Jurisdiction of the committee shall extend to all matters related to the safety of plant and machinery.

FUNCTIONS

The functions of the safety committee are as follows.

ACCIDENT PREVENTION:

- Accident investigation, analysis, prevention and follow up.
- Statistical report and monitoring
- Plant safety inspection
- Safety Audit
- Job Safety Analysis
- Approach for total loss control

SAFETY EDUCATION AND LIASION

- Training program for all level of employees.
- Safety propaganda by means of displaying safety posters and pamphlets.
- Safety day celebration and safety week function.
- Incentive and awards for outstanding employees in observing safety provisions.

SAFETY EQUIPMENTS

- Evaluation, Selection and development of safety equipments.
- Planning, co-ordinate to procure, inspection and control the issues of safety equipment.

Matters to be dealt with the committee shall be following:

- Promotion of safe work practices and methods among the employees of the plant including contractor employees.
- Implementation of safety rules and effective use of protective appliances.
- To make safety an integral part of process or production methods.
- To provide an opportunity for free discussion of accident problems and preventive measure thereof.
- Implementation of safety measures as stipulated for the operations carried out inside the factory.
- To consider any other matter or issue connected with the promotion of safety & accident prevention.
- In the event of any fatal or serious accident or dangerous occurrence, the committee would appoint a sub-committee to investigate the cause of accident and to suggest preventive measures.

MEMBERSHIP

The committee shall consist of a minimum of 50% representation from staff.

MEETINGS

- The committee shall meet as often as necessary but not less than once in a quarter.

MINUTES OF THE MEETINGS

The Secretary of the committed shall prepare and issue the minutes of the meeting within seven days of commencement of the meeting to all members.

ACTION ON COMMITTEE'S RECOMMENDATION

The Secretary shall co- ordinate for necessary action plan on the recommendations of the committee. The action taken shall be discussed in the next meeting.

SAFETY ORDERS AND SOPs

1. Unexpected operation of electrical equipment that can be started by automatic or manual remote control may cause injuries to persons engaged in maintenance of machines.
 - No work on any moving equipment shall be carried out without obtaining the necessary work permit/ clearance from the electrical department.
 - Before the Electrical Work permit is issued the equipment shall be isolated electrically by removing the fuses and making the panel off. Safety tag shall be displayed prominently at panel.

- After completion of work supervisor, should ensure that all men, material and tools have been withdrawn and concerned electrical person should be informed.
 - In case the work is being carried out through a contractor, the work permit will be issued in the name of contractor after carrying out thorough safety check.
 - Power shall be restored only after returning the work permit to Electrical department.
2. For maintenance it is vital that the machine be put into a state in which the possibility of its making an unexpected movement and thus causing injury is reduced to a practical minimum.
 3. No excavation/vessel entry/hot work/work at height shall be carried out without proper work permit.
 4. The use of flowing dhotis/pyajama or shirt or shirt hanging loose, pugrees and in particular scarves, mufflers are liable to be caught in moving machineries is forbidden.
 5. In special cases safety equipment prescribed for particular jobs such as goggles for protection of eyes, respirator for protection against poisonous gases, aprons to protect against corrosive liquids splashes etc. will be worn.
 6. The proper tools must be used for the job and tools must be maintained in good condition.
 7. All guards on machinery, fencing and railing around machinery etc. must not be removed without proper authority and displaying caution boards to warn the people to that effect.
 8. No obstruction should be put in the way of the firefighting or safety apparatus. These must at all times be readily accessible.
 9. Employees should not be permitted to continue at work if sick or otherwise incapable of performing their duties to avoid accidents.

CHAPTER 7

FACTORIES ACT SAFETY REQUIREMENTS

MOVING MACHINERY

- All moving machinery shall be securely fenced and that fences shall be kept in position when the machinery is in motion.
- When it is necessary to examine or work on any part of machinery which is in motion, the work shall be carried out by a specially trained adult male worker wearing tight fitting clothing.

PRECAUTIONS TO BE TAKEN

- No work will be carried out on moving machinery if the work can be carried out with the machinery stopped.
- Only such parts of guards will be removed as are essential for the execution of the work.
- The machinery will be cordoned off to prevent unauthorized persons approaching the exposed machinery.
- Adequate supervision shall be provided where the work is being carried out.
- Nobody in any circumstances shall work above moving machinery in position from where he may accidentally fall into the machinery.

GUARDS/ SAFETY DEVICES

- Always keep machine guards in position and securely bolted so that they can't be unnecessarily removed.
- Ensure that the guard is securely in position before commissioning the machine after maintenance.
- Bring machines running without guards to the notice of your supervisor.
- Ensure that safety devices are inspected regularly and maintained in good shape all the time.
- Report any abnormal process condition to your supervisor.
- Don't by-pass alarm system, trip out relays or equipment interlocks at any time.

SAFETY DEVICES AND MACHINE GUARDS

Safety devices installed on machines and safeguarding of dangerous parts of machinery is a vital part of an accident prevention program; which should receive considerable attention. The high severity rate of accident caused by dangerous part of machinery justify the importance of safety devices and machine guards. Under the provision of THE FACTORIES ACT, 1948 & UP FACTORIES RULES, 1950, it is obligatory on the part of employee to provide and maintain adequate and effective safety devices and machine guards in good condition to minimize the risk of accident and degree of danger likely to be encountered with the dangerous parts. It is also obligatory on the part of employees that they shall not willfully violate any established safety rules/safety devices under the provisions of the same act and rules.

BASIC REQUIREMENTS OF GUARD/SAFETY DEVICES

- It should protect the operator;
- It should protect others;
- It should not interfere with efficiency;
- It should be fool proof;
- It should allow repairs;
- It should allow oiling;
- It should be well constructed;
- It should be well secured;
- It should not create new hazards;

EARTHING OF ELECTRICALLY DRIVEN MACHINES/TOOL/APPLIANCES

All non- current carrying metal parts of electrical equipment should be property earthed. Earthing connection should be made to earth electrode and path resistance must be within the permissible limits as per Indian Electricity Rules.

SAFETY IN LIFTING TOOLS & TACKLES

- All lifting tools like forklifts, chain pulley blocks, Electric overhead crane etc must be regularly inspected in good condition.
- SWL of all lifting tools must be properly marked.
- All lifting tools must be examined and certified by a Competent Person at required interval.
- Drivers of forklifts must have valid driving license.
- Only trained operators must be deployed on such machines.

SAFETY IN PRESSURE VESSELS

- All pressure vessels must be regularly inspected and maintained in good condition.
- Pressure vessels must have Safety valves or other pressure release mechanism for releasing pressure in case of over-pressure.
- Every pressure vessel must be examined and hydraulically tested by Competent Person before its use.
- Every pressure vessel should be examined by a Competent Person every six months.

CHAPTER 8

GENERAL SAFETY MEASURES FOR BOILERS

A boiler is a closed vessel in which water is heated by using some fuel like coal etc to produce steam under pressure. A large amount of potential energy is contained in boilers, which if released suddenly will cause serious damage to the surrounding equipment and injuries to personnel, several mechanical and other hazards are also associated with boilers. It is therefore essential that in addition to statutory requirements suitable precautions are taken to ensure that failures do not occur. A few guidelines for general safety Precautions to be observed are given below:

Safety Valves:

- a. The full discharge capacity of the safety valve fitted to any boiler, should, at maximum evaporative capacity, be such that the maximum pressure reached is not in general more than 10% in excess of the highest safety-valve set pressure.
- b. The safety valve should always be fitted with hand operated easing gear so that the free movement of the valve disc can be checked without the necessity of raising the pressure to blow off.
- c. safety valve should be locked so that unauthorized personnel cannot tamper with them.
- d. No packed gland should be fitted to safety valve spindle.
- e. the vent pipe fitted to a safety valve should be satisfactorily drained to avoid condensate collecting in the pipe.

Pressure Gauges:

The important requirements for pressure gauge are as follows:

- The range of pressure gauge used should be suitable for the working pressure.
- The gauge should be clearly marked and, in a position, so that it can be read easily.
- Where the water and liquid level gauge is the glass tubular type, it should be protected by an efficient guard so as not to obstruct the reading of the gauge.
- Make sure that safety and relief valves are always tested with pressure on the boiler to prevent damage to the valve seats.
- Never operate with malfunctioning safety or relief valves.
- If a safety valves opens, failed to reseat correctly, cannot be freed by use of the hand lifting lever, then the boiler should be taken out from service and the safety valve repaired.
- Valves and other operating controls of boiler should be easy to reach.

- If it is necessary to open steam lines, maintenance personal should always assume that the lines are loaded and under pressure. A supervisor who is completely familiar with the system should then certify that the proper line is being opened and that all steps possible have been taken to drain and vent the line.
- When a boiler is taken out of service for a prolonged period, it should be cleaned promptly and inspected for any defect before its reuse.
- Blow down and operation of all water gauge should be checked daily.
- When Cleaning a boiler, employees should wear helmet, goggles , dust respirator and other personnel protective equipments required for the job.

CHAPTER 9

FIRE PREVENTION

It is duty of every employee to adhere to safety practices and prevent fire by strictly observing the following rules.

- Smoking is prohibited in the whole plant area.
- Wastepaper, cotton waste, rags and other scrap combustible materials should not be allowed to accumulate.
- Flammable liquid and lubricants should be kept in approved safety cans and labeled for identification.
- Possibility of overheating of electrical equipment and sparks resulting from short- circuit etc. should be avoided by frequent inspections.
- Storage tanks containing oil, inflammable liquids and tall chimneys and stacks should be inspected periodically.

FIRE EXTINGUISHERS

Portable extinguishers are first aid devices provided for immediate use on fires in their incipiency and are effective only at that stage. They are the first line of defense, and it is of great importance that they be immediately accessible and promptly used. All employees should be familiar with the location and proper use of the Extinguishing media and the type of the extinguishing media, and the type of Fires as follows:

CLASS 'A' FIRE

Fire in ordinary material (Bagasse, Paper, wood, cloth etc.). The quenching and cooling effect of water or of solutions containing large percentage of water are of primary importance for extinguishing material fires.

CLASS 'B' FIRE

Fires in flammable liquids as gasoline, oil, grease, paints etc. A Blanketing or smothering action is of primal importance on class B fires. Foam, Co₂, ABC and dry chemical fire extinguishers are good media to extinguish class B fire.

CLASS 'C' FIRE

Fire involving gaseous substances under pressure where it is necessary to dilute the burning gas at a fast rate with an inert gas or powder. Co₂, Dry Chemical powder or ABC fire extinguishers are good media to extinguish class 'C' fire.

CLASS 'E' FIRE

Fire in or near electrical equipment such as motor, switch board etc. A nonconducting extinguishing media such as Co₂, ABC or dry chemical has a smothering effect to tackle class E fire.

Note:

1. If a person clothing catches fire, the best thing to do is roll him in a blanket to smother the fire.
2. Many materials give- off toxic gases when they burn so move out to avoid inhaling the smoke.
3. When fire is discovered, inform security, and inform plant's section officers. Use proper first aid fire extinguishers installed in area.
4. The plant authorities should put a responsible person near the location of fire to guide the fire brigade.
5. All employees in plant should be trained in first aid firefighting.

CHAPTER 10

ENVIRONMENT:

It is the Policy of the Company to manage all its activities ensuring that they meet relevant laws and regulations that are acceptable to the community at large and that their environmental impact is reduced to a practicable minimum.

In implementing this Policy, the company shall: -

1. Cooperate fully with the relevant authorities in meeting its legal obligations.
2. Provide information and assistance to ensure that the company's solid, liquid and gaseous wastes are disposed off in an environmentally responsible manner.
3. Shall provide all equipment, if necessary to treat any type of effluent coming out of process.
4. Shall not discharge any liquid effluent outside the factory.
5. Promote environmental information with customers and suppliers as well as within the company and with the communities where the company operates.
6. Establish and implement environmental practices which accord with the principles of this Policy as well as with the local regulations.
7. Shall regularly monitor ambient air quality at the plant and also carry out stack emission tests.
8. Shall regularly test noise level within and outside the factory and keep it within permissible limits.
9. Shall dispose off boiler ash by in environment friendly manner by bio composting and/or making manure after mixing it with press mud.
10. Review at regular intervals the environmental performance of existing facilities.

CHAPTER 11

SAFETY TRAINING

It is the Policy of company to provide safety training to 100% employees including contract labor and security. Training Program and refresher course in the following areas shall be conducted at regular intervals for officers and staff of the factory.

1. Basic Fire Fighting
2. First Aid
3. Plant Operational Safety and safe operating procedures
4. Emergency handling
5. Safety during maintenance
6. Usage of personal protective equipment.

Employees at all levels shall be nominated to attend such internal training. It is ensured all such programs are work-oriented and realistically structured. A feedback system from employees who have undergone such training shall be instituted to gauge the efficacy and to modify such programs if required.

CHAPTER 12

OCCUPATIONAL HEALTH

It is the Policy of the company that every employee of the company at the time of recruitment be subjected to pre -employment medical examination and recruited only when he has been declared medically fit by the Medical Officer. Every employee so declared medically fit would conform to the medical fitness norms in accordance with the rule's standards prescribed by the company. All health screening examinations aim evaluation of general as well as occupational health status of employees. These examinations include screening and diagnostic tests as may be deemed necessary from the occupational exposure point of view. All the employees are encouraged to report any adverse symptoms immediately to their Manager/Safety Officer. Medical records of employees are maintained. Periodic medical examinations are conducted as per need and also as per provisions of UP Factories Rules, 195;

First Aid facilities are provided throughout the plant and as per Policy, trained persons are available in all the shifts. Management of the company is committed to provide best medical care to its employees and who so ever is affected by an accident at the factory.

(B.J.Maheshwari)

CHAPTER 13

DSIL's ESG MATERIAL TOPICS

In accordance with our dedication to sustainability, we have formulated a prioritized list of material topics and are committed to advancing them.

1. Employee Well-Being & Safety:

We prioritize the physical and mental health of our employees by providing a safe and supportive work environment. This includes implementing safety protocols, offering health and wellness programs, and promoting a culture of work-life balance and employee support. Ensuring the well-being and safety of our employees is fundamental to our commitment to social responsibility and ethical business practices.

2. Waste & Water Management:

We manage waste and water resources responsibly to minimize environmental impact and promote sustainability. This involves reducing waste generation, implementing recycling and reuse programs, and optimizing water usage efficiency. Sustainable waste and water management practices are integral to our environmental stewardship efforts, contributing to resource conservation and ecosystem protection.

3. Regulatory Compliance & ESG Risk Management:

We adhere to relevant laws, regulations, and standards while proactively managing environmental, social, and governance (ESG) risks. This includes conducting risk assessments, establishing mitigation measures, and maintaining transparency in our operations. Compliance with regulations and effective ESG risk management are essential components of our commitment to ethical conduct, legal compliance, and responsible corporate governance.

4. Sustainable Agriculture and Land Use:

We promote sustainable agricultural practices and responsible land use to minimize environmental impact and support biodiversity. This involves implementing soil conservation methods, reducing chemical inputs, and protecting natural habitats. Sustainable agriculture and land use practices are crucial for preserving ecosystems, ensuring food security, and promoting the long-term viability of agricultural operations.

5. Human Rights:

We respect and uphold human rights throughout our operations and supply chain. This includes preventing discrimination, ensuring fair labor practices, and addressing human rights issues in collaboration with

stakeholders. Respecting human rights is a fundamental ethical principle that guides our interactions with employees, suppliers, communities, and other stakeholders.

6. Innovation Management:

We foster a culture of innovation to develop sustainable solutions and improve business processes. This involves investing in research and development, fostering creativity and collaboration, and leveraging technology to drive innovation. Innovation management is essential for addressing environmental and social challenges, driving business growth, and enhancing our competitiveness in a rapidly evolving marketplace.

7. Climate Change (Energy Management & Emissions):

We mitigate climate change impacts by managing energy consumption, reducing greenhouse gas emissions, and transitioning to renewable energy sources. This includes implementing energy-efficient technologies, setting emission reduction targets, and participating in carbon offset programs. Addressing climate change is a priority for us as we strive to reduce our carbon footprint, mitigate environmental risks, and contribute to global efforts to combat climate change.

8. Community Engagement and Social Responsibility:

We engage with communities to understand their needs, address concerns, and support local development initiatives. This involves collaborating with stakeholders, supporting community projects, and fostering mutually beneficial relationships. Community engagement and social responsibility are integral to our corporate values, as we aim to make positive contributions to the communities where we operate and build trust among stakeholders.

9. Sustainable Packaging:

We minimize the environmental impact of our packaging by using recyclable, biodegradable, and sustainable materials. This includes reducing packaging waste, optimizing packaging design, and exploring innovative packaging solutions. Sustainable packaging practices are essential for reducing resource consumption, minimizing waste generation, and addressing environmental concerns associated with packaging materials.

10. Privacy and Cybersecurity:

We prioritize the protection of customer and employee data through robust privacy and cybersecurity measures. This involves implementing data protection policies, ensuring compliance with data privacy regulations, and investing in cybersecurity technologies. Protecting privacy and cybersecurity is crucial for maintaining trust with customers, employees, and stakeholders, as well as safeguarding sensitive information from unauthorized access or misuse.

11. Customer Relationship Management:

We prioritize customer satisfaction and loyalty through effective customer relationship management practices. This involves understanding customer needs, delivering high-quality products and services, and fostering long-term relationships built on trust and transparency.

Customer relationship management is essential for building brand reputation, enhancing customer trust, and driving business growth through positive customer experiences.

12. Product Quality & Safety:

We ensure the quality and safety of our products through rigorous quality assurance processes and adherence to safety standards. This includes conducting product testing, implementing quality control measures, and responding promptly to product safety concerns. Ensuring product quality and safety is essential for protecting consumer health, maintaining brand integrity, and upholding our commitment to ethical business practices.

REPORTING

Regular reporting mechanisms are established to monitor the implementation of our Health, Safety and Environment Policy. This includes collecting data, analyzing performance indicators, and preparing comprehensive reports on our progress towards achieving EHS objectives. Reports are generated at defined intervals and distributed to relevant stakeholders, including management, employees, regulatory authorities, and external auditors. These reports provide transparency on our EHS performance, highlight areas for improvement, and demonstrate our commitment to accountability and continuous improvement.

Any questions, concerns, or incidents related to EHS can be raised via <<https://www.dwarikesh.com/investers-relation.html>>

MONITORING:

Continuous monitoring mechanisms are implemented to track key metrics and performance indicators related to environmental, health, and safety initiatives. This involves real-time monitoring of operational activities, conducting regular inspections and audits, and utilizing data management systems to track EHS performance. Monitoring efforts are designed to detect deviations from established standards or targets promptly, allowing for timely corrective action to be taken. Additionally, employee feedback mechanisms are utilized to gather insights into potential EHS issues and identify opportunities for improvement.

POLICY REVIEW

This Policy undergoes an annual review and updates to ensure its relevance, effectiveness, and alignment with evolving societal needs and regulatory requirements. During these reviews, the Policy is evaluated against established criteria, such as legal compliance, alignment with industry best practices, and responsiveness to emerging EHS risks

This Policy has been reviewed and approved by the Board of Directors of DSIL.

Issuing Authority: Approved in Board meeting held on 30th April 2024