



JAMNA AUTO INDUSTRIES LIMITED

Environmental Health and Safety Policy

The Company is committed to protecting the environment and ensuring the health and safety of all individuals employed by or associated with the Company. This policy outlines how our operations will be conducted to minimize potential negative impacts on the environment while safeguarding the health and safety of all involved. This Policy applies to all plants, offices, and establishments of the Company and its subsidiaries. We also expect our suppliers, vendors, and business partners to align their operations with the principles outlined in this Policy.

This Policy has following objectives:

1. Emission control, waste reduction, and sustainability.
2. Prioritizing health and physical and mental well-being of persons.
3. Providing a safe workplace by preventing accidents and injuries.

To achieve our objectives, we are committed to following:

- Ensure full compliance with all relevant legal, regulatory, and industry requirements and standards.
- Work to minimize emissions and waste, reducing our overall environmental footprint.
- Follow principles of reducing, reusing, and recycling to ensure the efficient utilization of resources.
- Focus on preventing pollution by adopting environmentally friendly practices and technologies.
- Commit to continual improvement in environmental performance, incorporating suitable measurement and monitoring mechanisms.
- Focus on reducing environmental impact through waste reduction, resource conservation, and eco-friendly technologies.
- Adopt for green manufacturing practices, solar energy usage, and sustainability initiatives.
- Safety is prioritized at all levels of operation, ensuring a safe work environment across all areas.
- Reduce workplace incidents by identifying hazards and mitigating Occupational Health and Safety (OH&S) risks. Implement measures and protocols to prevent accidents and injuries in the workplace.
- Provide a safe and healthy working environment that prevents injury and illness through safe practices and well-maintained equipment.
- Emphasize preparedness for emergencies and effective management of incidents and accidents.
- Engage employees and workers in consultation and participation regarding relevant areas of safety and health.
- Ensure proper use of PPE and machine safety measures to minimize risks, and handle chemicals according to MSDS to minimize exposure and safe handling.
- All machines and equipment shall be operated, inspected, tested, or adjusted only by authorized supervisors or workers. Such personnel shall receive appropriate training relevant to their assigned duties.
- Machines and equipment shall be maintained in a safe operating condition through periodic inspection, testing, and preventive maintenance, in accordance with applicable legal requirements, standards, and internal procedures. Such inspections shall be conducted to identify potential hazards to take appropriate corrective and preventive measures.
- No machine or equipment shall be put into operation unless it has been checked as safe for use. Machinery and equipment shall be tested prior to initial use and re-tested following any repair, modification, or alteration that may affect safe operation.



- Appropriate Personal Protective Equipment (PPE) shall be provided, at no cost, to all workers and employees based on nature of their work and associated risks. PPE must meet prescribed safety standards and comply with applicable regulations. Regular training will be provided to ensure that all personnel understand the correct procedures for wearing and using PPE. It is mandatory for all workers and employees to use PPE in accordance with the given instructions. Routine inspections of PPE usage will be conducted at the plant, shop floor, and other work areas to enforce compliance. Faulty, expired, or damaged PPEs shall be replaced without delay.
- Promote ergonomic practices to enhance well-being of persons and operational efficiency.
- Prioritize health and physical and mental well-being of persons through appropriate initiatives and support.
- Provide training on safety practices, emergency protocols, and conduct proactive safety audits.
- We ensure the prevention of soil contamination at all our manufacturing facilities by preventing spills and leakages and ensuring that hazardous materials and chemicals are stored, handled, and disposed of safely in accordance with applicable regulations.
- Greenbelt development and rainwater harvesting initiatives at all units for further contributing to soil conservation and environmental sustainability.
- Continuously review Company's environment, health and safety practices for improvement and effectiveness.

*The Policy was last amended on January 21, 2026.