



Operational Health & Safety Policy

HERITAGE FOODS LIMITED

CIN: L15209TG1992PLC014332

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1. Introduction & Policy Statement

- I. Heritage Foods Limited (herein after called “HFL”/ “Company”) is committed for providing a safe, healthy, and compliant work environment across all operations, ensuring adherence to statutory regulations and international standards, including ISO 9001:2015 (Quality Management), ISO 14001:2015 (Environmental Management), and ISO 45001:2018 (Occupational Health & Safety).
- II. This policy outlines HFL’s approach to workplace safety, risk management, and environmental sustainability, integrating best practices to enhance compliance and employee well-being.
- III. HFL prioritises the prevention of workplace injuries and illnesses while fostering a culture of responsibility through continuous monitoring and employee participation.

2. Scope

- I. This policy applies to all manufacturing facilities, logistics operations, corporate offices, franchisees, suppliers and third-party partners within HFL’s ecosystem.
- II. The policy aligns with Indian regulatory frameworks, including the Factories Act, FSSAI norms and labour laws, ensuring full compliance.

3. Workplace Health, Safety & Risk Management

HFL shall ensure that:

3.1 Hazard Prevention & Risk Mitigation

- I. Regular risk assessments and audits identify and mitigate workplace hazards.
- II. Strict safety protocols are enforced for equipment handling, lockout/tagout (LOTO), and fire prevention.
- III. Emergency preparedness measures are in place, including fire drills, first-aid facilities, and evacuation plans.

3.2 Occupational Health & Hygiene

- i. Hygiene and sanitation standards are maintained in all food processing and handling areas.
- ii. Employees undergo regular health screenings to prevent occupational illnesses.

3.3 Incident Reporting & Compliance

- I. A structured incident reporting system to ensures transparency in workplace safety.
 - II. Corrective action plans are implemented based on root cause analysis of reported incidents.
 - III. Employees are encouraged to report unsafe practices without fear of retaliation.
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4. Training & Capacity Building

- I. Employees receive on-going safety training on equipment use, chemical handling, and emergency procedures.
 - II. Skill development programs to enhance technical competencies and compliance awareness.
 - III. promote employee engagement in safety and risk mitigation efforts.
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5. Environmental Responsibility & Sustainability

- I. HFL shall integrate resource conservation, pollution prevention, and sustainable waste management into its operations.
 - II. Initiatives such as energy-efficient equipment, water conservation, and sustainable packaging shall be taken to support long-term environmental goals.
 - III. Franchisees and suppliers shall be encouraged to adopt eco-friendly practices, ensuring sustainability across the supply chain.
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6. Monitoring, Continuous Improvement & Compliance

- I. Regular safety audits, compliance reviews, and performance evaluations shall be carried out to ensure continuous improvement.
- II. The policy shall be reviewed periodically to align with regulatory updates and industry best practices.
- III. Non-compliance with this policy shall result in disciplinary action, contract termination, or legal consequences.

7. Policy Communication & Implementation

- I. This policy shall be communicated across all levels of the organisation, ensuring awareness and adherence.
- II. HFL leadership promotes a safety culture, reinforcing best practices through training and compliance monitoring.
- III. HFL shall ensure transparent reporting and stakeholder engagement to ensure alignment with principles of business responsibility.

8. Conclusion

HFL firmly believes that a safe, healthy, and compliant workplace is essential for operational excellence. Through proactive safety measures, continuous monitoring, and sustainable practices, we are committed to protecting our employees, communities, and the environment while ensuring business continuity and long-term value creation.