
Health and Safety Policy

At **BerryBlues Export (OPC) Pvt Ltd**'s garment factory, we are committed to maintaining a safe and healthy working environment for all employees, contractors, and visitors. We recognize that the health and well-being of our workforce are essential to the success of our business. Therefore, we pledge to adhere to the following principles:

1. Compliance and Legal Requirements:

- We comply with all applicable health and safety laws, regulations, and industry standards relevant to our operations. We strive to exceed minimum legal requirements where feasible.

2. Risk Assessment and Hazard Control:

- We conduct regular risk assessments to identify workplace hazards and assess the associated risks to health and safety.
- Based on the risk assessment findings, we implement appropriate controls and measures to eliminate or minimize workplace hazards. This includes engineering controls & administrative controls

3. Training and Education:

- We provide comprehensive health and safety training to all employees, contractors, and new hires. Training programs include hazard identification, safe work practices & emergency procedures.
- We ensure that employees receive refresher training as needed and that supervisors are equipped to support safe working practices.

4. Health Promotion and Wellness:

- We promote employee health and wellness through initiatives such as ergonomic assessments, health screenings, and access to health-related information and resources.
- We encourage a work-life balance that supports physical and mental well-being among our workforce.

5. Incident Reporting and Investigation:

- We maintain a system for reporting and investigating incidents, near misses, and occupational illnesses promptly.
- Employees are encouraged to report hazards and safety concerns without fear of reprisal. Investigations are conducted to determine root causes and implement corrective actions to prevent recurrence.

6. Emergency Preparedness:

- We have emergency response plans and procedures in place to address potential emergencies such as fires, chemical spills, medical emergencies, and natural disasters.
- Emergency drills and simulations are conducted periodically to ensure readiness and familiarize employees with emergency procedures.

7. Continuous Improvement:

- We regularly review our health and safety performance through inspections, audits, and feedback mechanisms.
- Feedback from employees, safety committees, and health and safety representatives is used to identify opportunities for improvement and implement corrective actions.

8. Communication and Consultation:

- We foster open communication and consultation with employees regarding health and safety matters. Employees are encouraged to participate in safety committees and contribute to decision-making processes.
- We communicate health and safety policies, procedures, and performance to all levels of the organization to ensure transparency and accountability.

9. Supplier and Contractor Safety:

- We require our suppliers and contractors to comply with our health and safety standards while performing work on our premises.
- We assess the health and safety practices of suppliers and contractors and provide necessary guidance to ensure a safe working environment for all parties involved.

10. Commitment to Continuous Improvement:

- We are committed to achieving excellence in health and safety performance through continuous improvement initiatives, benchmarking against industry best practices, and integrating health and safety considerations into our business planning and decision-making processes.