

JKSML	JK Sugar Mills (Pvt.) Limited.	DOC# JKSML/Policies/HR/010 Effective Date: May 18, 2026
	<i>Health & Safety Policy</i>	

JK Sugar mills (Unit-1) is committed to providing healthy and safe working conditions. JK Sugar mills (Unit-1) complies with all applicable legislation and regulations and aims to continuously improve health and safety performance both at Mill site and at Cane Farms. Everyone at JK-1 has a role to play. DGMs & Managers are responsible for cascading and implementation of the occupational health and safety of their direct reports and third parties under their control. As a condition of our employment, we all have a duty to work safely.

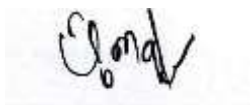
Scope

- JK Sugar Mill Site and all its activities / operations.
- Registered Growers
- Catchment areas where certain activities can be managed by the mill.


Management Commitments:

Employees must:

- Work and behave safely
- Comply with health and safety procedures and instructions relevant to their work and/or about which they have been trained or notified
- Support team leaders to ensure that everyone they work with, including contractors, visitors and Farmers are familiar with and follow applicable health and safety procedures and instructions.
- Only undertake work that they are trained, competent, medically fit, sufficiently rested and alert enough to do
- Make sure they know what to do if an emergency occurs at their place of work / on the road or at a location they are visiting
- Promptly report to local Mill management any actual or near miss accident or injury, illness, unsafe or unhealthy condition, incident, spill or release of material to the environment, so that steps can be taken to correct, prevent or control those conditions immediately.
- All JK-1 team leaders have overall operational responsibility for health and safety at their location at mill site & at farms must:
- Establish and maintain an appropriate health and safety at work management system for their sites & Farms and their teams, including the appointment of committees, managers, competent experts and a system for gathering employees' concerns/input
- Identify health and safety hazards and manage/control risks arising from their team and their site's routine and planned operations, activities and services
- Regularly review and comply with all applicable local health and safety legislation, including relevant mandatory JK-1 requirements



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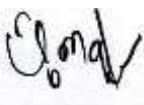
- Develop site and role specific health and safety improvement objectives and monitor performance, including an annual review of the management system's effectiveness and adequacy
- Report mandatory Key Performance Indicators (KPIs) via JK-1 Safety, Health and Environment (SHE) reporting system
- Report all incidents, accidents and near misses in line with reporting requirements, including thorough investigation, follow-up and communication of lessons learned
- Ensure that the mill staff, formers and contractors are consulted in occupational health and safety matters
- Maintain, communicate and test both site and role emergency plans
- Ensure all employees, contractors, farmers and visitors receive information and training in health and safety relevant to their roles and activities

Employees must not:


- Undertake work or related activity, such as driving, when under the influence of alcohol or drugs or when using medication improperly.
- Carry on with any work that becomes unsafe or unhealthy
- Assume someone else will report a risk or concern

REVIEW

This policy will be reviewed once within three years, or as required, in order to ensure that the terms are current, fair and representative of relevant corporate and industry laws. The Company reserves the right to change this policy at any time, without prior notice.



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