

## Health & Safety Policy

Balark is committed to safeguarding the health, safety, and well-being of all employees, contractors, and visitors. We strive to create a safe and healthy work environment by conducting thorough risk assessments, implementing effective control measures, and continuously monitoring and reviewing our systems in accordance with applicable Health & Safety Acts, Regulations, and Industry Standards.

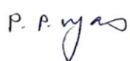
We believe that all business activities must be carried out with a strong focus on safety, where risks are proactively identified, assessed, and minimized to the lowest practicable level.

**To achieve this objective, Balark is committed to:**

- Maintaining premises that are safe, comfortable, clean, well-ventilated, adequately lit and heated, and free from avoidable hazards.
- Ensuring all machinery, equipment, and safety devices are regularly maintained, inspected, and remain safe and fit for use.
- Establishing and maintaining safe systems of work for all operations.
- Routinely reviewing work practices to enhance health and safety performance.
- Ensuring all employees are competent in their roles through proper training and providing clear information on potential workplace risks and hazards.
- Supervising staff until they are fully trained and deemed competent to work independently.
- Avoiding assignment of tasks that could pose health or safety risks to individuals based on age, gender, or medical condition.
- Effectively controlling health and safety risks arising from work activities.
- Conducting annual medical examinations for employees concerning occupational health and safety.
- Preventing work-related accidents and occupational illnesses through proactive risk management.
- Investigating all accidents and incidents thoroughly and implementing corrective actions to prevent recurrence.
- Continuously developing safety management skills among personnel, including emergency preparedness, incident investigation, and application of safe work practices.
- Setting measurable and realistic health and safety targets to track and improve performance.
- Reviewing and updating this policy periodically to reflect current best practices and regulatory requirements.

Promoting a proactive safety culture through education, awareness, and motivation to drive continuous improvement.

1st April 2025



Paresh Vyas  
Director