



Scottish
Chemical
Industries

📍 5th Floor, Span Centre, South Avenue, Santacruz (W), Mumbai - 400 054. (INDIA)

☎ +91 (22) 6239 6666 (6 Lines) 📠 +91 (22) 2605 6060

✉ rishab@scottishchemical.com / kamal@scottishchemical.com

🌐 www.scottishchemical.com GST NO. : 27AAAF59818G1ZY

OCCUPATIONAL HEALTH AND SAFETY POLICY

Scottish Chemical Industries (SCI) is dedicated to ensuring a safe and healthy workplace for all employees, contractors, visitors, and stakeholders. Our commitment to occupational health and safety (OHS) is fundamental to our operations and integral to our business success. We strive to create a work environment that promotes the well-being of all personnel while actively preventing work-related injuries, illnesses, and incidents.

POLICY STATEMENT:

Our policy is to:

- **Ensure a Safe Work Environment:** Provide a work environment free from recognized hazards that could cause injury or illness to our employees or others.
- **Promote Health and Safety Culture:** Foster a culture of safety where all employees are encouraged to participate in safety initiatives and reporting unsafe conditions.
- **Compliance:** Comply with all applicable legal and regulatory requirements concerning occupational health and safety, as well as other requirements to which the organization subscribes.
- **Continuous Improvement:** Strive for continual improvement in our OHS performance through the development, implementation, and regular review of our Occupational Health and Safety Management System (OHSMS) in accordance with ISO 45001.
- **Training and Awareness:** Provide appropriate training, resources, and information to all employees to ensure they can work safely and understand their responsibilities regarding OHS.

Contd on Page : 2

FACTORY ADDRESS

Unit 1 : J-31, MIDC Talaja, Dist Raigad, Maharashtra (INDIA).

Unit 2 : J-38, MIDC Talaja, Dist Raigad, Maharashtra (INDIA).

EXPORT HOUSE

(Government of India Recognised)

Unit 3 : J-79, MIDC Talaja, Dist Raigad, Maharashtra (INDIA).

Unit 4 : J-23/24 MIDC Talaja Dist Raigad Maharashtra (INDIA).

Unit 5 : W-163/164, MIDC Talaja, Dist Raigad, Maharashtra (INDIA).





OBJECTIVES

1. **Eliminate Hazards:** Identify and eliminate hazards in the workplace through proactive measures and regular assessments.
2. **Risk Assessment and Management:** Conduct risk assessments and implement controls to manage identified risks effectively.
3. **Incident Reporting and Investigation:** Establish procedures for reporting and investigating incidents, near misses, and unsafe conditions to prevent recurrence.
4. **Health Promotion:** Promote employee health and well-being through programs and initiatives focused on physical and mental health.
5. **Emergency Preparedness:** Develop and maintain emergency preparedness plans to respond effectively to incidents or emergencies that may arise.

SCOPE

This policy applies to all employees, contractors, visitors, and stakeholders associated with Scottish Chemical Industries and covers all activities, processes, and services under the control of the organization.

RESPONSIBILITIES

- **Top Management:** Demonstrate leadership and commitment to OHS, provide resources for the OHSMS, and ensure accountability at all levels of the organization.
- **Supervisors and Managers:** Ensure compliance with OHS policies and procedures, provide necessary training, and foster a safe work environment.
- **Employees:** Adhere to OHS policies and procedures, report unsafe conditions or behaviors, and actively participate in safety initiatives.
- **OHS Committee:** Participate in hazard identification, safety audits, and provide recommendations for improving OHS practices.

Contd on Page : 3

EXPORT HOUSE

(Government of India Recognised)

Unit 3 : J-79, MIDC Talaja, Dist Raigad, Maharashtra (INDIA).

Unit 4 : J-23/24 MIDC Talaja Dist Raigad Maharashtra (INDIA).

Unit 5 : W-163/164, MIDC Talaja, Dist Raigad, Maharashtra (INDIA).

FACTORY ADDRESS

Unit 1 : J-31, MIDC Talaja, Dist Raigad, Maharashtra (INDIA).

Unit 2 : J-38, MIDC Talaja, Dist Raigad, Maharashtra (INDIA).





Scottish
Chemical
Industries

📍 5th Floor, Span Centre, South Avenue, Santacruz (W), Mumbai - 400 054. (INDIA)

📞 +91 (22) 6239 6666 (6 Lines) 📠 +91 (22) 2605 6060

✉️ rishab@scottishchemical.com / kamal@scottishchemical.com

🌐 www.scottishchemical.com GST NO. : 27AAAF59818G1ZY

IMPLEMENTATION AND COMMUNICATION

- **Training:** Provide training programs to ensure employees understand OHS policies, hazard identification, risk assessment, and safe work practices.
- **Communication:** Regularly communicate OHS policies, objectives, and performance results to all employees and stakeholders to promote transparency and engagement.

MONITORING AND REVIEW

- **Performance Monitoring:** Regularly monitor and evaluate the effectiveness of the OHSMS through audits, inspections, and performance indicators.
- **Management Reviews:** Conduct periodic reviews of the OHS policy and objectives to ensure their continued relevance and effectiveness.
- **Continuous Improvement:** Actively seek opportunities for improvement in OHS performance and adapt the OHSMS as necessary.

CONCLUSION

Scottish Chemical Industries is committed to maintaining the highest standards of occupational health and safety. This policy will be communicated to all employees and made available to stakeholders. It will be reviewed periodically and updated as necessary to ensure it remains relevant and effective.

PLACE:- MUMBAI

DATE: 01/01/2025

MANAGING DIRECTOR

MR. RISHAB KHANDELWAL



EXPORT HOUSE

(Government of India Recognised)

Unit 3 : J-79, MIDC Talaja, Dist Raigad, Maharashtra (INDIA).

Unit 4 : J-23/24 MIDC Talaja Dist Raigad Maharashtra (INDIA).

Unit 5 : W-163/164, MIDC Talaja, Dist Raigad, Maharashtra (INDIA).

FACTORY ADDRESS

Unit 1 : J-31, MIDC Talaja, Dist Raigad, Maharashtra (INDIA).

Unit 2 : J-38, MIDC Talaja, Dist Raigad, Maharashtra (INDIA).

