

OCCUPATIONAL HEALTH AND SAFETY POLICY

At “Royal Safe Company KB” we believe that our employees are our most valuable asset. Our mission is to manufacture premium furniture within a culture that prioritizes the health, safety, and well-being of every team member. We are committed to maintaining a workplace where safety is integrated into every process, from the warehouse to the final assembly line.

Core Commitments

To uphold our safety standards, Royal Safe commits to the following:

- **Safe and Healthy Working Conditions:** We pledge to provide and maintain a working environment that is safe and healthy, specifically designed to prevent work-related injury and ill health.
- **Elimination of Hazards:** We are dedicated to the proactive identification of workplace hazards. We commit to the "Hierarchy of Controls" to eliminate hazards where possible and reduce health and safety risks to the lowest achievable level.
- **Prevention of Incidents:** Our goal is zero accidents. We commit to rigorous training, proper equipment maintenance, and safe operating procedures to prevent work-related incidents and injuries.
- **Legal and Regulatory Compliance:** We will fulfil all applicable local, regional, and national legal requirements regarding occupational health and safety, as well as any other industry standards to which we subscribe.
- **Continual Improvement:** We recognize that safety is an evolving journey. We commit to the continual improvement of our OHS Management System to enhance our safety performance and adapt to new manufacturing technologies.

Worker Consultation and Engagement

Royal Safe recognizes that the people closest to the work are the best at identifying risks. We are committed to:

- **Consultation:** Actively consulting with workers and their representatives on matters affecting their health and safety.
- **Engagement:** Providing clear opportunities for employees to report concerns, suggest safety improvements, and participate in safety committees without fear of reprisal.

Responsibility

While management is responsible for providing the resources and systems for a safe workplace, every employee at **Royal Safe KB** is expected to take ownership of their own safety and the safety of those around them by following established protocols and reporting hazards immediately.

Documentation and Review

This policy shall be documented, communicated to all persons working under the control of the organization, and made available to interested parties. It will be reviewed annually to ensure it remains relevant to the nature and scale of our operations.


Jagmohan Singh Bhatia
Partner


Sahibpreet Singh Bhatia
Partner


Simmerpreet Singh Bhatia
Partner