

Employee Health & Safety

Fostering a workplace that prioritizes the well-being and safety of every individual is paramount to us. In line with this commitment, a series of policies and initiatives were implemented throughout the year, with support from our robust governance structure comprising Steering Committee, Corporate Sub-Committees, and Plant Apex Committee.

Employees/contractors across **33** Plants covered under Safety Perception Survey

200,000+ Man-hours spent on Employees & Workers on Safety Awareness Workshops

1,800+ Safety Incidents reported in 2023

Safety & Risk Assessment Survey was done pre and post engagement with DSS

Safety & Risk Perception Survey

- The dss+ survey is used to understand the perception of employees and contractors in relation to safety culture and risk management.

2300+ Respondents across

Document Reviews

- Review of documents like: HIRA, HAZOP, SOPs, Incident Reports, USC reporting, KPI's, test and calibration records, policies and principles, Maintenance program, mock drills etc.

100+ documents / records reviewed

Interactions & Focus Group Discussions

- Interactions at multiple levels - L2, L3, L4
- Focus Group Discussions (FGD) to get deeper understanding of current state and practices
 - HODs
 - Operators
 - Supervisors
 - Contractors / BCA's

One on one discussion and FGDs covering nearly **70+ people**

Site Visits

- 6 Plants visits with multiple meeting cluster / plant leadership

12 days at plants

Occupational Health & Safety Management - Key initiatives



Safety: Our top priority

The health and safety of our people is non-negotiable. This underlines every decision and action at Varun Beverages.

We aim to drive zero fatal accidents and injuries at work and ensure that everyone returns home safely every day.

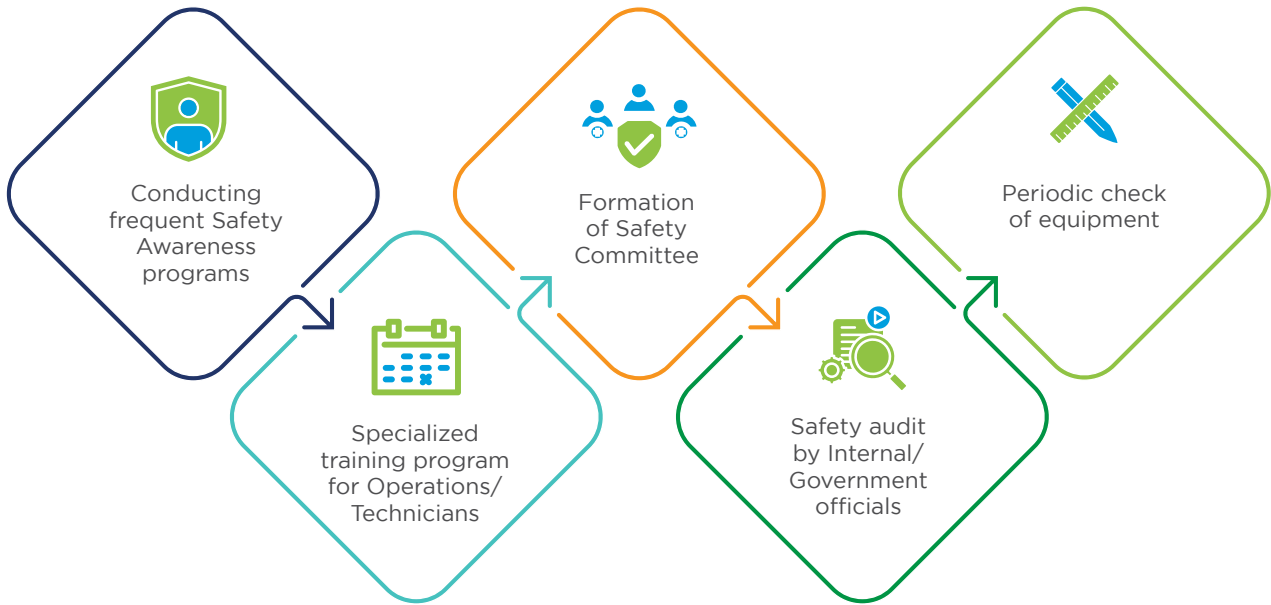
This is enabled through a culture of safety leadership, top-notch safety strategy, continuous trainings and constant vigilance. Key risks including road safety and contractor safety are being mitigated through focused safety tools, processes and programs at every level of the organization.

Safety

- We have engaged DuPont Safety Solutions for implementing best practices in health & safety at all our manufacturing plants
- Adopted "Train the Trainer" approach to cascade the best practices across all our manufacturing plants



Ensuring a safe and healthy workplace by



Work at Height and General Safety Rules

The rules highlight the steps taken to protect people working at a height, with an elevation difference of 1.8 meters or more, against possible hazards. It includes reporting of safety hazards, injuries, incidents, emergency awareness, hazardous material and chemicals, special procedures, among others. The system identified hazards and risk assessment, planning and preparation, protective equipment, training and certification, inspections and special requirements.



Incident Management System

Members from each plant were nominated and training was conducted for effective implementation of the Incident Management System to ensure an injury-free work environment. The standard covers injury types, communication matrix for information sharing, process for incident investigation, roles, and timeline for incident investigation, among others.



Safety Interaction System

The standard for Safety Management System was successfully implemented by providing comprehensive training to nominated members from each plant. It involves setting up the process for leadership interaction on safety with employees on the shop floor and contractors.

The schedule and frequency of such discussions for each plant as well as of observation tracking and trend analysis was also finalized.

Employee Passport and Contractor Safety Management

The Employee Passport and Contractor Safety Management

system enables tracking and fulfilling the safety training need for contractors. A structured approach for reducing the risk associated with Contractor Safety Management was also initiated. It defines the processes linked to contractor selection, contract preparation, contract award, orientation and training, work coordination and auditing, and contract evaluation.

Major achievements in the area of safety include

- Conducted Leadership Workshop on Leading Safety Efforts for Senior Leaders
- Set up governance structure for Steering Committee, Corporate Sub-Committees, and Plant APEX Committees
- Ensured control measures by implementing Incident Management and Safety Interaction Systems
- Driving Work at Height and General Safety Rules for basic safety improvements at all plants
- Implemented Employee Passport System to track and improve training needs for contractors and employees
- Enabled structured approach for reducing risks associated with Contractor Safety Management
- A Safety Perception Survey was carried out among employees and contractors, revealing that 24 out of 29 perceptions have shown improvement.

For Sub-Committees

- Approved charters and deliverables for each sub-committee
- Action plan made for functioning of all sub-committees
- Finalized standards for Incident Management, Safety Interactions, General Safety Rules, Work at Height, Document Control, Contractor Safety Management
- Completed training on Incident Management Standard
- Completed 2-day training on Safety Interaction

For APEX Committees

- Finalized charters for all plant committees
- Conducted plant/cluster leadership workshops for 150+ employees in 6 plants
- Ensured functioning of all committees with action items

Safety Incident/Number	Category	CY 2022	CY 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0.003
Total Recordable work-related injuries	Employees	0	1
	Workers	1	1
No. of fatalities	Employees	0	0
	Workers	2	2
High consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	1	0



Contractor Safety: Our Approach

A structured approach for reducing the risk associated with contractor safety and fostering a safe working environment, in line with our ESG goals, is successfully implemented. This includes careful selection of the contractor; contract preparation in tandem with the safety performance expectations; awarding the contract after due diligence; orientation and training of contractor employees; contract work administration; and evaluation of the contract.

