

OHS POLICY



OVERVIEW

Veshin's mission is to raise greater consciousness with our supply chain partners, protect the environment and improve quality of life. Veshin believes that there should be **no Fashion without the highest human standards**. Respecting the planet and people is the bare minimum requirement for doing business. Ethics are at the heart of our business, and the respect for human rights, health and safety, the dignity of all our employees, and for all those who work in our supply chains or contribute to our products, are a **priority**.

Veshin's Health and Safety Policy details all the **procedures** applied to the factories it operates in, with the goal to create a hazard free workplace, by **eliminating or reducing, as much as possible**, the injuries and risk related behaviors while promoting standards of wellness & health among stakeholders.

1 HEALTH AND SAFETY COMMITMENTS

Veshin is committed to prevent all types of risks and undesired consequences to the production processes, and to safeguard our employees and their health. Each and every one of us across the company must join forces to maintain and heighten our health and safety standards.

Veshin's management is always required to analyze all decisions taken with Health and Safety in mind, in particular when undertaking building work, or bringing any change to the production processes, machinery, and materials used.

Our physical and mental wellbeing is fundamental to everything we do. We must continue to elevate and embrace a culture of health and safety across our workplace.

Both managers and employees are responsible for ensuring their own personal health and safety, and that of others in the workplace, and complying with any reasonable directions, such as safe work procedures, and wearing personal protective equipment provided for health and safety.

2 HYGIENE AND ENVIRONMENT

The Working Environment must be a **safe and hygienic** place to work, with sufficient light, heating, and ventilation. Employees are always provided access to clean toilet facilities, to potable water, and, if applicable, to sanitary facilities for food preparation and storage.

When work processes affect levels of noise, temperature, dust, and light, appropriate measures and protective equipment will be provided.

3 ACCIDENT PREVENTION

The company must ensure that all **preventive measures** are taken to avoid accidents, injuries, and any effect on the health of employees. Appropriate attention shall be paid to **occupational hazards** specific to the industry and assure that a safe and hygienic work environment is provided. Effective regulations shall be implemented to prevent accidents and minimise health risks as much as possible (following ILO Convention 155).

Any activity that comes with a risk must have a prevention measure, which can include protective equipment, training of all relevant staff, and procedures.

To prevent occupational accidents or illness, we work to continually enhance our health and safety initiatives by setting the goal of 0 accidents and evaluating results.

4 BUILDINGS

Building owners and users must ensure **Building Safety** and that the structure of the production unit is stable and safe, does not exceed the approved loading, and does not put people in jeopardy.

We conduct building inspections on a regular basis as per country law or industry practice. Buildings must be approved and used only for industrial use.

We align the building structure and use all areas of the buildings including the rooftop with the approved building plan, with no additional floors or external retrofit structures. Suppliers must ensure that a valid fire license is available, covering the entire building.

5 FIRE AND EQUIPMENT SAFETY

We minimize risks at the workplace by assessing all potential issues and implementing appropriate measures to ensure a safe and secure work environment.

Building managers must take precautions to prevent accidents and injury to health from occurring in the course of work, by ensuring safe handling and storage of chemicals, the safety of machinery and equipment, electrical safety, the safety, strength and stability of buildings, including residential facilities where provided, and by providing adequate safeguards against fire.

6 EMERGENCY RESPONSE

The Veshin Factory Emergency Response Manual and Procedures will be reviewed annually by the Emergency Planning Manager with all employees. Veshin will ensure that all staff have access

to a copy of the current Veshin Emergency Response Manual. This will be kept in an easily identifiable, accessible and well recorded location. The policy applies to all Veshin employees.

In case of emergency, staff will follow the protocols and fan-out communication practices as outlined in the Veshin's Emergency Response Manual. Emergency response will be reviewed bi-annually with all staff at Veshin. Non-compliance of this policy will be brought to the attention of the appropriate supervisor or manager for further action.

7 TRAINING

It is the responsibility of each one of us to learn, understand, and comply with our health and safety policies and procedures, as well as applicable laws and regulations, through education and training programs.

Managers must provide workers with regular health & safety training, including fire safety training, training in waste management and handling of chemicals and other dangerous materials. This can be done with the use of software, in-person direct training, and communication material.

