AVI-OIL

Occupational Health, Safety and Wellbeing Policy

Policy Statement

At AVI-OIL, we are committed to providing safe, secure, and healthy working conditions for the prevention of work-related injury, ill health and to promoting the physical and mental wellbeing of our employees. We recognize that the health, safety, and wellbeing of our employees, contractors, visitors, and other stakeholders are integral to our business success.

Scope and Applicability

This policy applies to the manufacturing unit, offices and any other premises where the Company's business is conducted and to all employees, contract personnel and other people working on behalf of the Company. Our suppliers, contractors, and other business partners are expected to align with this policy.

Our Commitments

- Provide and maintain safe, secure, and healthy working conditions to prevent work-related injury and ill health and promote employees' wellbeing, in a manner appropriate to the purpose, size, and context of the organization and the nature of its OH&S risks and opportunities.
- Provide a framework for establishing, implementing, monitoring, and reviewing Occupational Health & Safety objectives that support continual improvement of our OH&S and Wellbeing Management System and performance. Maintain and periodically review emergency preparedness for fire, natural disasters, medical emergencies, and conduct regular emergency drills to ensure effective response.
- Comply with all applicable legal, regulatory, and other OH&S and Wellbeing requirements, relevant to our operations. Maintain accurate records of all health and safety-related incidents, training, and risk assessments.
- Identify OH&S and Wellbeing hazards, assess risk and opportunities, eliminate hazards where practicable, and reduce risks by implementing effective control measures.
- Continually improve the adequacy, effectiveness, and performance of the OH&S and wellbeing management system to enhance occupational health and safety performance.
- Ensure consultation and encourage the active participation of employees in planning, implementing, evaluation and improving OH&S, and wellbeing management system. Provide training, resources, and awareness to ensure employees understand their responsibilities and work safely and responsibly.

This Policy is governed by the Safety Committee, led by the Chief Executive Officer (CEO), with board level oversight. All employees, including management, are responsible for maintaining a safe and healthy workplace.

The policy shall be communicated and made available to all relevant interested parties. It shall be reviewed every three years, or earlier if necessary, in order to ensure its alignment with the business and all applicable regulatory requirements.

Rev. No. 02
03-08-2026

V. K. Mathew
Chief Executive Officer