



Health and Safety Policy

Introduction

At Prism Industries Pvt Ltd, the safety, health, and well-being of our employees, contractors, visitors, and stakeholders are the highest priority. We recognize that our success in the pharmaceutical and manufacturing industry is directly tied to maintaining a workplace free of hazards, ensuring that our employees work in an environment that promotes both physical and mental well-being. As we produce a wide range of pharmaceutical products, including nicotine-based products, quinine, hyoscine, lumefantrine, and artemether, we are fully committed to always upholding the highest standards of health and safety.

The nature of the products we produce—ranging from nicotine salts, used in smoking cessation and recreational vaping products, to essential anti-malarial drugs like artemether and quinine—demands strict adherence to safety protocols. Whether dealing with chemical substances, pharmaceutical ingredients, or operational procedures, we employ rigorous health and safety measures that are aligned with industry norms, legal requirements, and best practices to mitigate risks and ensure a safe working environment for all.

Our Health and Safety Policy is designed to protect our most valuable asset—our people—by reducing risks, preventing accidents, and fostering a culture of safety, well-being, and continuous improvement across all our operations.

Scope and Applicability

This policy applies to all employees, contractors, visitors, business partners, and suppliers at any of our production and operational facilities. It covers all processes and areas where our products—nicotine salts, quinine, hyoscine, lumefantrine, and artemether—are produced, stored, handled, and transported. Our health and safety standards are extended to all products, facilities, and activities associated with the production, distribution, and disposal of these materials.

This policy is designed to ensure that employees are aware of their responsibilities regarding health and safety, that appropriate safety measures are consistently followed, and that we are prepared for any emergency situations that might arise during operations.

CIN: U24231GJ1992PTC017501

Office: 208, Trivia Complex, Nr. Natubhai Circle,
Race Course, Gujarat, INDIA, Pin-390007

Phone: 0265-3504649/50 **Mob:** +91 98250-51262, +91 92274-06992

E-mail: marketing@prisminltd.com

PAN: AABCP7162Q

Factory: Survey No. 637/23/A1, Khambhat Dhuvaran Road, At: Kalamсар,
Ta.: Khambhat, Dist. Anand, Gujarat, INDIA, Pin-388640

Mob: +91 98250-50731, +91 97277-01668

E-mail: info@prisminltd.com

GSTIN: 24AABCP7162Q12Y



Health and Safety Objectives

1. Zero Harm Goal

Our ultimate goal is to achieve a zero-harm environment. We aim to eliminate injuries, accidents, and occupational illnesses by continuously improving our safety standards, identifying potential hazards, and managing risks through training, monitoring, and preventive measures.

2. Compliance with Regulatory Standards

Prism Industries is fully committed to adhering to all applicable local, national, and international safety regulations. This includes compliance with safety protocols outlined by occupational health and safety laws, Good Manufacturing Practices (GMP), OSHA guidelines, and any specific regulations related to nicotine, quinine, hyoscine, lumefantrine, and artemether. We also ensure that our facilities meet the environmental standards set by the relevant authorities.

3. Risk Management and Hazard Prevention

We aim to identify, assess, and eliminate risks that may compromise employee safety. Risk management processes are a core part of our safety culture, involving hazard identification, risk assessments, and implementation of mitigation strategies.

4. Promoting Employee Health and Wellness

Beyond preventing accidents, we focus on employee health and wellness through various wellness programs, ergonomic practices, and access to healthcare services. We also encourage work-life balance to ensure overall well-being.

5. Continuous Improvement and Innovation

We commit to the continuous improvement of our health and safety standards by regularly reviewing and updating safety procedures, investing in new technologies, and seeking employee feedback to enhance our policies and practices.

Key Health and Safety Measures

1. Hazard Identification and Risk Assessment

At Prism Industries, hazard identification and risk assessment are critical to preventing accidents and maintaining a safe environment. We carry out regular safety audits and risk assessments to identify any potential dangers associated with the handling and production of nicotine, quinine, hyoscine, lumefantrine, and artemether.

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- **Nicotine:** As a highly toxic substance, nicotine presents serious health risks. We have protocols in place to identify potential exposure risks and ensure that nicotine is handled only by trained personnel. Risk assessments address inhalation risks, skin contact, and environmental exposure.
- **Quinine and Artemether:** These essential anti-malarial drugs must be handled with precision. Risks such as contamination or incorrect dosage are carefully managed, and risk assessments are performed to ensure proper storage, handling, and application of these products.
- **Hyoscine and Lumefantrine:** We also identify and manage risks related to the production of hyoscine (used in nausea and motion sickness medications) and lumefantrine (used in combination treatments for malaria). These substances require specific handling procedures to maintain their integrity and ensure no exposure to employees or the environment.

2. Safe Handling of Hazardous Materials

- **Personal Protective Equipment (PPE):** For all employees working with hazardous materials such as nicotine, quinine, hyoscine, lumefantrine, and artemether, the use of appropriate PPE is mandatory. PPE includes gloves, masks, goggles, lab coats, and respirators as necessary depending on the nature of the product and the process being carried out. Employees are provided with high-quality PPE and are trained on how to properly use, maintain, and dispose of it.
- **Handling Nicotine:** As one of the most hazardous substances produced at Prism Industries, nicotine is handled with extreme care. All employees working with nicotine salts or nicotine-based products follow strict protocols to minimize exposure and ensure safe handling, storage, and disposal.
- **Storage and Transport:** All hazardous materials are stored in secure, controlled environments. Proper labeling, segregation, and inventory control systems are in place to prevent cross-contamination and unauthorized access. Dangerous materials are transported using appropriate containers and vehicles, ensuring safety during transit.

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3. Emergency Protocols and Preparedness

- **Emergency Response Plans:** Comprehensive emergency protocols are developed to address a wide range of potential incidents, including chemical spills, fires, exposure incidents, medical emergencies, and natural disasters. These protocols are regularly reviewed and updated to incorporate the latest safety guidelines.
- **Fire Safety and Spill Control:** Given the chemical nature of some of our products, fire safety is a high priority. Fire extinguishers, fire suppression systems, and emergency exits are clearly marked, and employees are trained to respond swiftly in case of a fire. In the event of a chemical spill (e.g., nicotine, quinine), emergency spill kits are readily available, and containment measures are implemented immediately.
- **First Aid and Medical Assistance:** First-aid-trained personnel are on-site, and medical emergency plans are in place. We ensure that immediate medical assistance is available, and emergency medical contacts are up-to-date.

4. Workplace Safety and Ergonomics

- **Ergonomics:** We recognize that repetitive tasks and poor ergonomics can lead to musculoskeletal disorders. Workstations are designed to minimize physical strain, and employees are trained in safe work practices. Ergonomic adjustments are made when necessary to improve comfort and reduce injury risk.
- **Workplace Environment:** Cleanliness and organization are key components of workplace safety. All facilities are regularly inspected, and any hazards—such as wet floors, electrical malfunctions, or equipment malfunctions—are immediately addressed.

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5. Employee Training and Engagement

- **Health and Safety Training:** Every employee receives comprehensive training upon hiring and regularly participates in ongoing safety courses. Training covers various aspects of health and safety, from safe chemical handling to fire evacuation protocols.
- **Employee Engagement:** We actively involve employees in health and safety matters by encouraging suggestions, conducting safety audits, and maintaining an open-door policy for safety concerns. Safety committees are established to represent employees and management in safety discussions.
- **Safety Drills and Simulations:** Regular safety drills, including fire drills, chemical spill response, and first-aid procedures, are conducted to ensure preparedness in case of emergencies.

6. Accident Reporting and Investigation

- **Reporting System:** All accidents, near-misses, and unsafe conditions must be reported through our incident reporting system. This system is designed to capture all relevant information and ensure that corrective actions are taken immediately.
- **Root Cause Analysis:** Each reported incident undergoes a thorough investigation to determine its root cause. This helps us identify systemic issues and implement long-term solutions to prevent recurrence.
- **Corrective Actions and Follow-Up:** Based on the investigation findings, corrective actions are identified, and the implementation of these actions is monitored. Employees are informed of any changes in procedures to prevent future accidents.

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Roles and Responsibilities

- **Management:** Management is responsible for ensuring that health and safety measures are implemented, resources are provided, and compliance with safety protocols is maintained across the organization. They must also foster a culture of safety by leading by example.
- **Employees:** Employees are responsible for following safety procedures, reporting hazards, and using PPE appropriately. They are also expected to contribute to a culture of safety by participating in training and following emergency protocols.
- **Health and Safety Officers:** Designated officers are responsible for overseeing the implementation of health and safety procedures, conducting safety audits, providing guidance on safe work practices, and ensuring compliance with regulations.

Conclusion

Prism Industries Pvt Ltd is committed to the health, safety, and well-being of all individuals involved in the production, handling, and distribution of our products. Through rigorous training, effective risk management strategies, and continuous improvements, we will maintain a safe and compliant working environment. By adhering to this Health and Safety Policy, we protect our employees, products, and the wider community, ensuring the highest safety standards for every process in our operations. Our commitment to safety remains unwavering, and we will continue to uphold these principles as we strive for operational excellence and product integrity.

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