

OCCUPATIONAL HEALTH AND SAFETY POLICY

Introduction

Westlife Foodworld Limited (WFL, “we, “us”), formerly known as Westlife Development Ltd (WDL), focuses on setting up and operating Quick Service Restaurants (QSR) in India through its subsidiary Hardcastle Restaurants Pvt. Ltd. (HRPL). The Company operates a chain of McDonald’s restaurants in West and South India having a master franchisee relationship with McDonald’s Corporation USA, through the latter’s subsidiary. WFL is committed to ensuring the health, safety, and well-being of all employees, contractors, visitors, and others under our supervision. We recognize that a safe working environment is crucial for our long-term success and the welfare of all stakeholders.

Scope

This policy applies to all WFL operations, covering employees as well as contractors or individuals under the company’s supervision. We ensure consistent application of our safety standards across all offices and restaurants.

Our commitment

Compliance with Standards and Regulations

WFL complies with all applicable OHS laws, regulations, and standards. We strive to align with International Labour Organization (ILO) and ISO 45001:2018 guidelines. We integrate OHS considerations into all business processes, including design, procurement, and operations.

Worker Participation and Stakeholder Engagement

We actively involve our employees, their representatives, and other stakeholders in our OHS processes. Open communication and consultation are encouraged to identify and address health and safety risks collaboratively. We engage with external stakeholders, including customers and community members, to address OHS concerns and collaborate on solutions.

Risk Assessment, Hazard Management, and Technology Integration

WFL conducts regular risk assessments to identify and mitigate workplace hazards, prioritizing actions to eliminate or control risks. We integrate technological interventions where necessary to reduce risks to as low as reasonably practicable, ensuring safe working conditions across all operations, machinery, and infrastructure.

Periodic safety-related checks are performed according to the preventive maintenance plan with quality of these checks reviewed regularly.

Action Plans, Target Setting, and Emergency Preparedness

WFL establishes clear, measurable targets to improve OHS performance, focusing on reducing incidents and enhancing employee safety. Prioritized action plans are implemented to achieve these targets, with resources allocated effectively to address the most significant risks. We maintain comprehensive emergency plans, conduct regular drills, and continuously review our response strategies to ensure preparedness for potential crises.

Training, Awareness, and Capacity Building

WFL provides regular OHS training to employees, contractors, and relevant parties, ensuring they have the knowledge and skills needed to work safely. Continuous education and capacity building are key components in maintaining a safe workplace culture.

Procurement and Contracts

OHS criteria are embedded in our procurement processes and contractual agreements. We require our suppliers and contractors to meet our safety standards, and we regularly monitor their performance, integrating OHS considerations into contractor performance ratings.

Monitoring, Transparency, and Continuous Improvement

WFL regularly monitors and evaluates OHS performance through internal inspections, audits, and independent external verification. We ensure transparency in our monitoring, reporting, and analysis of incidents, sharing findings in relevant forums to drive continuous improvement.

Incident Reporting and Investigation

Incident reporting is managed through a dedicated portal. We have established procedures for reporting and investigating work-related injuries, illnesses, and incidents. These investigations focus on identifying root causes and implementing corrective actions to prevent future occurrences.

Governance

The executive management is responsible for overseeing the OHS policy's effectiveness and integration into business processes. Functional teams develop processes, assigns

responsibilities, monitors progress, and ensures corrective actions are taken when necessary.

Grievance Redressal

WFL is committed to providing a safe environment for reporting grievances. We ensure that all involved parties are protected against intimidation or retaliation during the grievance process, addressing concerns promptly and fairly.

Review and Communication

This policy is reviewed regularly and updated as necessary, based on the findings of the annual review. The policy is communicated to all stakeholders, published on our website, and shared through appropriate platforms to ensure transparency and ongoing commitment to OHS excellence.