

## **SAFETY, HEALTH & ENVIRONMENT POLICY**

- Safety, health & environment shall be an integral part and primary concern throughout all phases of planning and operating our facilities meeting the relevant statutory requirements.
- It shall be the responsibility of management to make sure that all employees and contractors understand the nature of the materials handled, and any hazard associated with their use; that the necessary precautions are used, including the use of proper safeguards and means of personal protection.
- Continuous education shall be stressed to assure that each employee and contractor knows the safe way to perform his / her job, and that everyone does his / her part in protecting himself / herself and his / her co-workers from injury.
- A continuous programme of safety audit and investigation, to detect and eliminate unsafe practices and conditions, shall be maintained.
- Mechanical and physical safe guards in keeping with the best industrial practices shall be provided.
- It shall be the duty of every supervisor to carry on the operations under his / her jurisdiction in such a manner as to afford adequate protection for all employees and contractors. He / she shall be considered responsible for the safety, health and correction of unsafe conditions, unsafe practices and the continued maintenance of good housekeeping.
- To assure employee's participation in our accident prevention programmes, active safety committees consisting of both hourly and management personnel shall be utilised.
- Causes of all accidents and potentially hazardous occurrences shall be promptly and thoroughly investigated and corrective action taken to prevent reoccurrence.
- While considering career advancement for an individual, their safety, health and environment performance will also be taken into account.
- Plant safety rules and procedures will be made mandatory to follow.
- The accident prevention programme includes efforts to promote the safety & health of employees and their families while "off the – job".