



HEALTH AND SAFETY POLICY

POLICY PURPOSE:

To provide for conditions conducive to the maintenance of health of the employees employed in all sections and categories in the Company, keeping in mind the prevailing knowledge of the industry and of any specific hazards, and to avoid or reduce the chances of risk of accidents or hazards to the safety of the employees engaged for work and the community around.

REFERENCES:

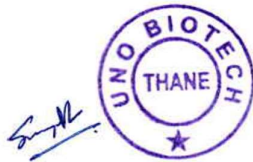
1. The Factories Act 1948 with the Maharashtra factories Rules with amendments
2. Related records maintained by Personnel Department.
3. Employees State insurance Act 1948 & Factories Act 1948

SYSTEM & PROCEDURE

- The company shall ensure that a safe and healthy workplace environment is provided to all employees of the company.
- Should take adequate steps to prevent work floor related accidents and injuries.
- Health and Safety training programs during induction shall be given to all employees. New recruits will be trained within 15 days from the date of their appointment. Regular training on Health and Safety issues will be given to all once in a year.
- Firefighting equipment are installed based on the requirement.
- The work floor shall be marked for a safe evacuation of employees without any risk of injury in case of any emergency. Evacuation Plan is devised by highlighting emergency exit points clearly and displayed at the Emergency Exits.
- Periodic Mock drills are conducted once in 2 months and recorded.
- First aid training is given to selected employees. Awareness on health and safety at work is given to all employees periodically.
- The health and safety officer (HSO) shall monitor the Health and Safety aspects of all the employees of the company engaged directly or through contracts.



- Firefighting training is given to selected employees in all departments and in all shifts. It is ensured that at any point of time inside the factory enough number of fire wardens is available to tackle any emergency.
- Material Safety Data Sheet is made available at areas wherever chemicals are in use.
- Disposal of medical waste is made safe.
- The company recognizes that all employees have the right to remove themselves from imminent danger without seeking permission from the company.
- First aid Boxes have been provided in all departments.
- Adequate and clean toilets separate for men and women and sanitary facilities are provided for all personnel.
- Potable water is provided to all personnel. Periodic testing of potable water is being done (once in 6 months) and reports are made available with MR
- Suitable Personal Protective Equipment is provided at places where risk is involved.
- The company undertakes to ensure that all reasonable steps are taken to remove or reduce any risks to the health and safety of new and expectant mothers, as per the assessment of potential risks (ANNEXURE VI) to them, arising out of their work activity.



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