

## ***ENVIRONMENT, HEALTH AND SAFETY POLICY***

### **1. Introduction**

**Techindia Nirman Limited is** committed to providing and maintaining a safe and healthy workplace for all employees, reducing any impact our operation might have on the environment and providing the information, training and supervision to all employees and contractors needed to achieve this.

Company will take responsibility for Health, Safety and Environment (HSE) procedures; however, employees need to be aware of their responsibilities and comply with the company Health, Safety and Environment policies and procedures.

Each employee is encouraged to play a vital and responsible role in maintaining a safe and healthy workplace and caring for our environment.

TNL is committed to ensuring to comply with the Work Health and Safety Act 2012, the Work Health and Safety Regulations 2012 and applicable Codes of Practice as far as possible.

#### **Management Committed to :-**

- Being conduct all its activities in such a manner as to avoid harm to employees, Contractors, and the community.
- Sticking to correct procedures and equipment use.
- Plant and Substances in safe condition
- facilities for the welfare of workers
- Information, Instruction, Training, and supervision that is reasonably necessary to ensure that each worker is safe from injury and risk to health.
- Keeping the work-place clean and organized to minimize the risk of any accidents or mishaps.
- Minimize adverse impact on environment and risks to the community that arise due to its operations and during transportation and distribution of its goods.
- Utilize energy resources in responsible and efficient manner so as to reduce emission and generation of effluent and waste products.
- A commitment to consult and co-operate with workers in all matters relating to health and safety in the workplace
- Commitment to continually improve our performance through effective safety management.
- Updating ourselves on the latest industry practices and changes in legislation and applying this knowledge to improve procedures and systems.

### **Workers Responsibilities:-**

- Wearing protective clothing and equipment as and when required.
- Ensuring all accidents and incidents are reported immediately, no matter how trivial.
- Telling your manager immediately of any health, safety, or environmental concerns, if any.
- Comply with safe work practices, with the intent of avoiding injury to themselves and others and damage to plant and equipment
- Comply with any direction given by management for health and safety issue.
- Not misuse or interfere with anything provided for health and safety
- Report all known or observed hazards to their supervisor or manager.

### **2. Applicability of this Policy**

We seek the co-operation of all workers, customers and other persons. We encourage suggestions for realizing our health and safety objectives to create safe working environment with a zero-accident rate.

This policy applies to all business operations and functions, including those situations where workers are required to work off-site.

### **3. Techindia Nirman Limited strives to achieve these objectives by –**

- Designing plants with proper and adequate safeguards for ensuring process safety.
- Carrying out process and operational changes through well-defined systems and strict adherence to the same
- Following effective use of safe working procedures and practices for operation, maintenance, inspection and Emergency situation.
- Reviewing regularly and updating of systems and procedures.
- Training and validating employees and contractors on health and safety practices.
- Auditing periodically internal and external work procedures and practices.
- Investigating all incidents relating to Health, Safety and Environment, including minor ones and near misses, followed by implementation of corrective measures.
- Communicating learning from investigations of incidents internal and external, to all employees and taking steps to prevent such occurrences in its works.
- Identifying and evaluating health risks related to operations and carrying out pre-employment and periodic health check-up of its employees.
- Implementing programs and appropriate protective measures to control such risks.

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