



## **Greaves Cotton Limited**

### **Health and Safety Policy**

Greaves Cotton Limited and its subsidiaries ("the Company" or "Greaves") are committed to provide high quality products to meet the needs of consumers and customers. In doing so, the Company commits to upholding the highest possible standards of business conduct with regard to its customers, employees, society at large, and the environment in which we operate.

Towards this, the Company recognizes its responsibility to ensure safety and protection of health of its employees, contractors, and visitors in all its operating sites, which include manufacturing, sales and distribution, research laboratories and offices during work- and work-related travel.

This Policy document defines the vision, principles, aim, required actions and scope of the policy application as well as the responsibility for execution.

#### **Scope:**

This policy applies to all stakeholders who engage with Greaves and is committed to ensuring a safe and healthy working environment and preventing work-related injuries and occupational hazards for employees, contract workers (directly / indirectly), interns, including but not limited to stakeholders such as customers, suppliers, distributors, agents, and other value chain partners present at Greaves sites. The contractors shall also ensure adherence to this policy.

#### **Policy Statement:**

The most significant assets for us are our people's physical and psychological health and safety. To ensure a work environment that is free of risks to health and safety, we are committed to creating and supporting a strong safety culture throughout every aspect of the company's operations.

We endeavour to respect fundamental human health and safety adhering to the below principles:

- Ensure effective Health and Safety Management System across all the locations including corporate office, project locations, and workers camps.
- Conduct Hazard Identification and Risk Assessment ("HIRA") with respect to the all-core activities of the project. Post HIRA, the Company should ensure timely review and update of the HIRA.
- Prepare the emergency response plan in response to the HIRA and other foreseeable safety risks.
- Safety training should be imparted to the onsite associates and workers by the internal and external experts on a regular basis.
- Ensure general facility (Infrastructure) design and operations with the provisions of Fire precautions, lighting, safe access, first aid, potable water, air supply, and work environment temperature measures.
- Provide communication and training on Occupation Health and Safety training, new employee and contractor training, awareness on area signages, labelling of equipment and communication of hazard codes.
- Comply with all the applicable laws pertaining to health, safety and working conditions
- Ensure first aid use and awareness including documenting the protocols for first aid use. During construction of the external (on field) project, the Company shall provide adequate signages in the national and regional languages for anyone having access to such construction or other project locations.
- Form a safety committee in accordance with the statutory requirement.
- Prioritize the health, safety, and environmental concerns of its employees and workers
- Provide necessary safety equipment and gear to employees as per their job requirements. This can include helmets, safety shoes, gloves, safety goggles, etc.
- Implement safety protocols and procedures for all employees, workers, visitors and other personnel entering the plant. This shall include safety guidelines for working with machinery, handling hazardous materials, and following safety procedures during emergency situations
- Provide a safe and healthy work environment that encourages employees to perform at their best and helps them to grow and advance in their careers.
- Take into account the health, safety, environment parameters in development of individual's career
- Consider integrating health, safety and environment in all decisions making process.

#### **Monitoring:**

- The Company may conduct regular inspection and testing of all safety features and hazard control measures focusing on operations and personal protective equipment's, work procedures, places of work, installations, equipment, and tools used.
- The Company may monitor employee health and well-being by implementing safety audits to ensure that they are safe and that they are not suffering from any health conditions that could put them or their colleagues at risk.
- The Company should conduct health assessments of workers as per the statutory requirement.

- The Company shall establish a procedure and mechanism to report and record the Health and safety incidents such as occupational injuries, near misses, suspected cases of occupational disease, occurrence of dangerous incidents
- The Company shall ensure regular safety review with internal and external experts.

**Grievance Redressal Mechanism:**

- Any person to whom this policy is applicable can report their concerns in the manner prescribed under the Whistle-Blower Policy of the Company at <https://www.greavescotton.com/>
- All complaints received under this policy shall be governed by the mechanism provided under the Whistle-Blower Policy
- No reprisal or retaliatory action will be taken against any employee or stakeholder for raising genuine concerns under this policy.