	OCCUPATIONAL HEALTH & SAFETY POLICY	Effective From: 01-Aug-2023
	RELIABLE AUTOTECH PVT. LTD.	Revision No.:00 Policy Type: Internal/Public

### 1. PURPOSE:

Reliable Autotech Pvt. Ltd. believes that health and safety is our overarching value and is committed to healthy & safe workplace, prevention of work-related injuries & ill-health. RAPL takes all reasonable steps to ensure health & safety of workforce and other stakeholders such as customers, visitors, sub-contractors, contractors & external stakeholders at our company premises.

### 2. SCOPE:

This policy shall be applicable to all plants of Reliable Autotech Private Limited and external stakeholders such as visitors, customers, sub- contractors & contractors.

### 3. OBJECTIVE:

- Maintain compliance with applicable legal, regulatory, industry and corporate requirements.
- Ensure ISO 45001:2018 implementation at all plants.
- Developing a positive health & safety culture to attain zero harm.
- Ensure functioning and monitoring of fire detection system, hydrant, extinguishers related to fire safety.
- Establish & implement Behaviour Based Safety to identify and modify unsafe behaviors to prevent accidents and injuries in the workplace.
- Deploy machine guarding & electrical safeguards to minimize harm and reduce accidents.
- Assessing risks to health, safety and environment associated with our workplace. Identify hazards, unsafe action & condition through incident reporting in order to strengthen precautions.
- Providing appropriate health & safety facilities for our workforce, customers, visitors, sub-contractors & other external stakeholders.
- Maintain a global health and safety management system designed to continuously improve our performance and actively manage risk in our business.
- Set health & safety KPI and measure, monitor & report performance regularly.
- Periodically conduct mock drill and review effectiveness.
- Re-evaluate working practices when circumstances change or new hazards arise.
- Provide health & safety related information, instruction & awareness training.
- Provide personal protective equipments to workforce as well as external stakeholders during site visit.
- Ensure permit to work , LOTO implementation, establish & provide safety measures for construction & vessel related work.

### 4. TARGET


- Achieve 100% statutory compliances related to health & safety.
- Strive to be a zero incident reporting company by 2030.
- Implant safety training of 8 hours & 4 hours for plant and corporate employees respectively.
- Conduct mock drill twice a year.

### 5. CONSULTATION

We will consult our workers on all health and safety matters, which include:

- Needs / expectations of Interested parties

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- Health and Safety Policy
- Roles, responsibilities, and authorities
- Legal and other requirements
- OHS Objectives & how to achieve them
- Controls for outsourcing, procurement, & contractors
- What is monitored, measured, and evaluated
- Audit programmes
- Continual improvement

## 6. PARTICIPATION

We will invite participation in the following areas:

- The consultation & participation of workers in safety committee meeting
- Identifying OHS hazards
- Assessing risks and opportunities
- Eliminating hazards and reduce risks
- Competence requirements: Training
- Communication; message & method
- Effective OHS control measures
- Investigating incidents and non-conformities
- Corrective action plans

## 7. HAZARD IDENTIFICATION

Effective hazard identification ensures hazards in the workplace are recognised and understood, so suitable arrangements are established and maintained.

Our Procedures consider the following:

- Type of hazard
- Routine and non-routine activities and situations
- Human Factors
- New or changed hazards
- Potential emergency situations
- People
- Changes in knowledge/information about hazards

### 7.1 SPECIFIC HAZARDS

Hazards specific to our company operations include Physical, Mechanical, Ergonomical, Chemical, Biological and electrical.

## 8. RISK MANAGEMENT

Risk management plays a vital role in creating safer and healthier workplaces and assisting to meet H&S compliance.


Step 1 – Identify hazards



Step 2 – Assess risks



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Step 3 – Eliminate or control risks



Step 4 – Monitor and review

#### 9. ACTION EFFECTIVENESS MONITORING

Safety performance monitoring represents the means to verify the safety performance of the organisation and validate the action effectiveness of safety risk controls.

#### 10. HORIZONTAL DEPLOYMENT

Safety management perspective, Horizontal deployment will establish to encourage safety based knowledge sharing & collaboration between different departments or units. This can lead to improved risk control, problem solving and quicker implementation of best safety practices.


#### 11. EMERGENCY PREPAREDNESS & MOCK DRILL:

Emergency response plan, plant layout & assembly point displayed at plant locations. Periodically conduct mock drill, assess effectiveness and take actions to improve barriers and report effectiveness.

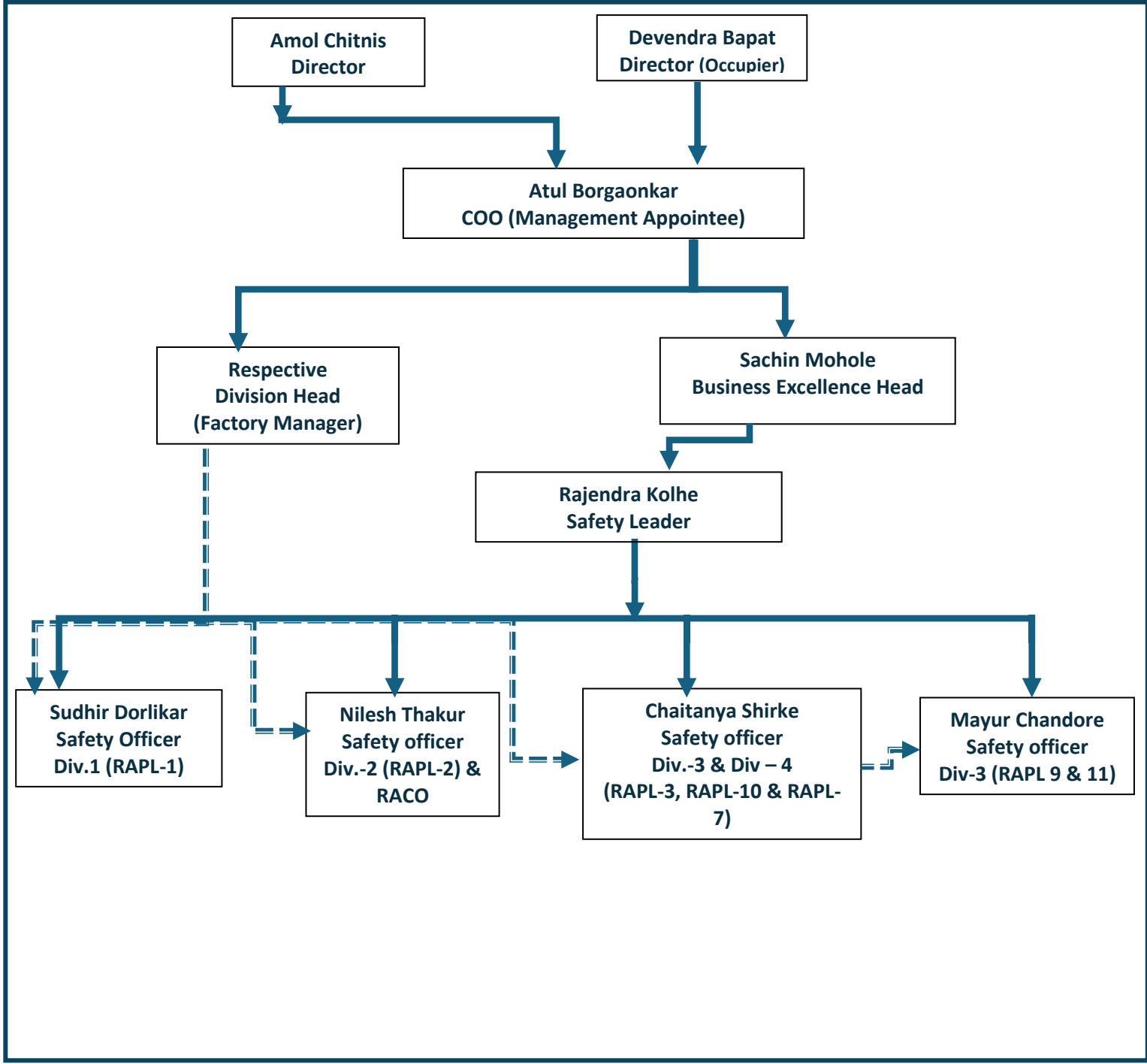
#### 12. REVIEW:

The policy shall be reviewed once a year.


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**High Level Organization Safety Structure**



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<b>Organizations</b>	Reliable Autotech Pvt Ltd
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