



GMR Kamalanga Energy Limited

## Occupational Health, Safety & Wellbeing (OHS&W) Policy


GMR Kamalanga Energy Limited (GKEL) believes that all occupational injuries and illnesses as well as all types of unacceptable incidents are preventable. We are committed to upholding our goal of Zero harm with an active leadership role in occupational health and safety by providing a healthy and safe work environment to prevent injuries and ill health for our employees, workers, contractors, visitors & other stakeholders who may be impacted by the company's Operations. In accordance with the vision, purpose, values and beliefs of the GMR Group as well as the GMR group EHSQ policy and the GKEL IMS Policy, GKEL shall establish and adhere to a system of occupational health, safety & wellbeing management. We shall support sustainable and competitive business activities including activities performed by associates under its organizational control.

### In order to accomplish this, GKEL shall:

- Ensure timely compliance of all applicable legal and other requirements relating to Environment, Health & Safety and establish systems for their tracking, monitoring & review.
- Establish an efficient OHS&W Management system and incorporate OHS&W into all of its operations in order to prevent injuries and poor health for all of its employees and other stakeholder groups.
- Pro-actively identify the OHS&W risks and opportunities throughout the organization and apply the risk management philosophy and practices, which aims to identify and eliminates the hazards wherever possible, where cannot be achieved, implement appropriate control measures to manage the risk at a level as low as reasonable and practicable.
- Provide OHS&W induction training to all new entrants, hazard communication, wellbeing practices, disseminate relevant information, need based training and ensure adequate supervision. Training to employees and contractor associates to ensure competence and awareness in order to effectively carry out the requirements of OHS&W management system.
- Establish appropriate OHS&W objectives for continually improve Occupational Health, Safety & Wellbeing performance parameters by establishing short-term & long-term OHS&W objectives & targets in conjunction with all stakeholder to measure, monitor performance against these targets and conduct periodic performance reviews.
- Plan and provide all the necessary resources and supports in terms of Men, Machine, Material, Money & Method for implementing the OHS&W management system in a time-bound manner.
- Closely collaborate with employees and contract partners; Establish Organizational Structure with allocation of appropriate function, responsibility, accountability and authority distribution at various levels and lead by example.
- Encourage employee participation and consultation through safety committee and other channels for better and effective OHS&W management and monitor progress through periodic management reviews.
- Encourage the adoption of best practices and creation of a culture that values safety, where every incident and potentially dangerous event is reported, recorded, investigated and corrective/preventive actions are put into place and monitored.
- Establish a Management of change procedure to ensure that risks to Health, Safety and Environment are managed whenever any of its facilities, infrastructure, equipment, materials, procedures, documentation, operations or personal are changed or modified.
- Conduct audits and risk assessments for regular evaluation of the status of OHS&W.
- Integrate OHS&W in all decisions like purchase of equipment, machinery, material as well as selection of personal.
- Take in to account the OHS&W performance of individuals, while considering their career advancement.
- Communicate the management's intent of continual improvement of OHS&W performance and foster the expectation that every employee shall follow this policy and report any OHS&W concern to the management.
- Provide a resume of the OHS&W performance in the company's Annual Report.
- Display the policy at prominent places, make available to all employees, stakeholders & to other interested parties.
- We are committed for the wellbeing of our employees, workmen & other stakeholders and will take all required steps for its fulfillment.
- The policy shall be reviewed periodically in every three years or as and when required.

We request everyone working for GKEL to foster an attitude of good practice and co-operation to promote this policy and comply with the requirements and duties.

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