



# Occupational Health & Safety Policy



APRIL 2024

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# Occupational Health & Safety Policy

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**Prepared By:** Asst Manager – Facility & Administration

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1	New Document	April 4, 2024	1.0

## Objective

Integreon is committed to ensuring safety and protecting the health of its employees, service providers, visitors, neighbouring communities, customers, and assets.

## Scope and applicability of the Policy:

This Health & Safety Policy is applicable to all the operating sites of Integreon, its subsidiaries, and (where Integreon has Management Control). This policy is applicable at work, travel between home and work of employees, business related travel including stay and all company organized business events.

## Governance:

Occupational Health and Safety policy is a part of Occupational Health & Safety Management Manual which is in line with the business strategy of Integreon. The Health, Safety & Environment (HSE) management system at Integreon is headed by Anshu Gupta (President, Integreon). All the Occupational Health and Safety Initiatives are being overseen and guided by our ESG committee.

## Objectives of the Company Management shall be to:

1. Comply with all applicable health and safety statutory regulations.
2. Move towards Zero Injuries, Zero Occupational illnesses including ergonomic issues to employees and Zero incidents of Property Damage
3. Comply with the applicable Safety Manual to achieve its safety, health, and wellbeing objectives.
4. Adopt and implement best practice standards of risk management to prevent and mitigate consequences arising out of major accident hazards.

## The Company Management shall:

1. Ensure compliance with all applicable health and safety legislation and relevant standards laid by the local and national government authorities.
2. Integrate safety, health, and wellbeing into all business processes.
3. Provide safe and healthy working conditions for the prevention of work-related injury and ill health of employees and service providers.
4. Ensure that adequate resources and support are provided to employees and service providers to carry out their jobs safely and to continually upgrade health and safety standards.
5. Conduct risk assessments, safety audits and safety inspections at a prescribed frequency and take all remedial measures to eliminate hazards and reduce health and safety risks, arising out of operations. Risk registers are continuously reviewed and upgraded on a regularly prescribed frequency.
6. Maintain a comprehensive On-Site Emergency Plan and related resources to handle emergencies.
7. Assess the competence of individuals w.r.t health & safety during recruitment and career advancement in HSE team.
8. Define roles and responsibilities of employees in the safety organization of the facility/operations.
9. Keep employees and service providers informed, educated, trained, and retrained on safety, health and wellbeing to ensure the safe conduct of their jobs.
10. Establish mechanisms for the participation of employees and service provider's representatives wherever applicable.

11. Ensure that each employee including contractors and visitors comply with all safety rules and regulations framed for the operation.

## The company shall ensure the effectiveness of this policy through:

1. Setting goals and objectives on safety, health and wellbeing and reviewing these periodically to ensure that these are being met.
2. Analysis of health and safety incidents, identification of root causes and implementation of corrective and preventive actions (CAPA).
3. Appropriate action to be taken, in case of a violation by an employee, as per rules and procedures framed for the purpose.
4. Review of this policy annually or on significant changes in the business. Periodic review of the safety, health and wellbeing standards for their continued appropriateness and effectiveness.

## Disclosure

We are committed to continuous improvement in our Occupational Health & Safety management system and performance on HSE related parameters in all business processes and shall track and publish such improvement through measurable indicators.

## Policy Review

Integreon is committed to continuously reviewing and updating its policies and procedures. Our management is responsible for the execution of the policy. The ESG Committee shall review this Policy once Annually or in case of any changes. Therefore, this Policy is subject to modification. This Policy and every subsequent modification, alteration, or amendment made thereto, shall be promptly disclosed on our website ([www.integreon.com](http://www.integreon.com)).

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