

# **HARIOM PIPE INDUSTRIES LIMITED**

## **Health and Safety Policy**

## **Commitment**

HPIL is dedicated to ensuring a secure and healthy work environment for all parties involved. Effectively handling health and safety matters is a crucial aspect of our business strategy, as we aspire to become a frontrunner in achieving safety excellence and to establish a precedent within the steel industry. Our goal is not only to meet but to surpass the standards established by legal and regulatory mandates.

## **Objectives of the policy**

This policy conveys our approach to integrate safety standards in our business processes, and our aim to identify, manage and mitigate health and safety threats. The aim of this policy is to:

- Strengthen HPIL Health and Safety program by setting up a robust governance mechanism to manage its impact.
- Engage with all relevant stakeholders to identify, categorize and effectively manage the impact of our Health and Safety policy on them, and their expectations from us on a continual basis.
- Acting ethically and transparently in compliance with all applicable statutory laws and regulations.
- To manage the Health and Safety impact of business activities across the value chain.
- Focusing to achieve a nurturing, healthy and safe working environment for employees.

## **Scope and Applicability**

This policy is applicable to all of HPIL business operations, facilities, offices, units in which the businesses have operational and/or financial control.

## **Policy Statement**

The Health and Safety policy of HPIL guides the effort to manage the health and safety impact and continuous improvement in health and safety performance. We endeavor to continually improve our Health and Safety management system and enhance its performance with a commitment to the following:

## **Health and Safety**

- Providing a work environment, which minimizes the health risk of various stakeholders.
- Ensuring the protection of employees and safe operations of the equipment/ machinery by planning and carrying out risk assessment studies.
- Periodic medical check-ups for employees.
- Providing quality and hygienic atmosphere to employees.
- Ensure compliance with applicable health and safety regulations and minimize health and safety issues at all offices and locations.
- Eliminating health and safety risks, eliminate hazards and injuries, and take necessary corrective actions.

We shall continually improve the suitability, adequacy and effectiveness of the Health and Safety management system to:

- Elevate the standards of health and safety performance.
- Foster a culture that advocates for a Health and Safety Management system.
- Raise the bar for health and safety performance standards.

## **Implementation**

For the effective implementation of the Health and Safety policy, we shall:

- Develop, implement, manage, and monitor management standard operating procedures, systems, and processes and achieve relevant compliance as per industry standards and regulatory requirements.
- Commit to monitor and identify opportunities and ways to reduce health and safety risks.
- Commit to reviewing Health and Safety policy and its management plan periodically.
- Create awareness on Health and Safety practices and communicate health and safety commitment and performance among our employees and relevant stakeholders periodically.

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