

## **Haldia Petrochemicals Limited**

### **OCCUPATION HEALTH AND SAFETY POLICY**

#### **Background and Objective**

At Haldia Petrochemicals Limited (also known as “HPL”, “the Company” & “we”), the health and safety of our employees and workers are of utmost importance, which is evident in Company’s Occupational Health and Safety (OHS) Policy. HPL emphasizes adhering to both national and global safety regulations, striving to create a safer work environment that encourages ongoing enhancement. The primary objective of the OHS policy is to underscore HPL’s unwavering dedication to fostering a secure and health-conscious environment for all stakeholders, including staff, contractors, visitors, and other related parties. This policy underscores our commitment to achieving zero harm while continually enhancing the effectiveness of Company’s OHS management system.

#### **Scope**

This policy covers all areas of HPL’s business activities, from production processes to programs supporting the health and welfare. The Policy applies to HPL’s Employees and Workers (permanent and temporary), Visitors and other related parties.

#### **Policy Commitments**

HPL is dedicated to fostering a culture of safety and well-being for all employees by continuously monitoring and improving our occupational health and safety practices in alignment with the Factories Act, 1948, and the Occupational Safety, Health and Working Conditions Code, 2020, as well as the global ISO 45001:2018 standard. The Company’s commitment extends beyond mere compliance to proactively identifying and mitigating risks, promoting a safe work environment, and empowering our workforce to prioritize health and safety in all aspects of their work.

The commitment includes:

- Adhere to national and regional laws and/or industry standards as applicable to maintain a safe and healthy working environment.
- Proactively identify and remove any potential hazards that could harm employees, workers, and other stakeholders, preventing accidents, injuries, and property damage.
- Ensure availability of clean drinking water, sanitation, and hygiene facilities at offices, worksites, and manufacturing locations.
- Recognize, develop, and implement procedures to minimize risks through collaborative efforts in the design of workplace layouts, assignments, and organizational structures, enhancing systems and processes to manage and mitigate any potential emergencies.
- Enhance skills, knowledge, and competency, and cultivate capabilities by involving employees, workers, contractors, visitors and other related parties through suitable educational and training programs, aimed at promoting safe work practices.
- Incorporate Occupational Health and Safety considerations into each business decision and every task. Leaders across all levels should demonstrate their dedication to OH&S, fostering a culture that prioritizes the Prevention Principle, by integrating safety requirements from the initial design and engineering phases through to operation and maintenance.
- Inculcate safety culture through leadership commitment and empowerment.
- Encourage value chain partners to adhere to legal standards, embrace health and safety policies, and continuously enhance their performance.
- Take proactive measures to report all incidents, thoroughly investigate root causes, and ensure that lessons learned are shared and implemented across all concerned departments.
- Continually monitor and improve health and safety performance by setting objectives, measuring progress, and periodically reporting on essential indicators.
- Foster transparency by establishing clear reporting channels and feedback mechanisms for stakeholders to raise concerns, provide input, and receive updates on occupational health and safety matters.

### **Implementation and Monitoring**

- The Policy is communicated to all concerned employees and workers responsible to implement inclusive and equitable growth and development, across all departments, functions, teams, and verticals, and is also displayed on the Company's internal communication portals.

- Adherence and compliance with the Policy shall be monitored and evaluated by the concerned Functional Heads of the Departments/ Unit Heads of the Company at regular intervals.
- All grievances/complaints with respect to breach of the Policy shall be reported to Head-HSE, and subsequently to the Whole-time Director & CEO, for effective redressal of the grievances.

### **Review and Amendment**

This Policy shall be reviewed and evaluated as and when required to establish and confirm that it meets the objectives of the relevant legislation and remains effective. The Whole-time Director & CEO has the complete right to make amendments to this Policy in whole or in part, at any point of time without assigning any reason, whatsoever.

Place: Kolkata

By order of the Board of Directors

Date: 09.07.2024

Sd/-

Whole-time Director & CEO