



GMR WARORA ENERGY LIMITED

Occupational Health & Safety Policy

GMR Warora Energy Limited (GWEL) believes that all occupational injuries and illnesses as well as all types of unacceptable safety and environment incidents are preventable. We are committed to achieve 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 of our employees, workers, contractors, visitors and other stakeholders who may be affected by the company's operations. GWEL shall establish and follow occupational health and safety management system in line with the GMR Group Vision, mission, values and beliefs, as well as GMR Corporate EHSQ Policy and GWEL IMS Policy. We shall support sustainable and competitive business activities including activities performed by associates under its organizational control.

To accomplish this, GWEL shall;

- ❖ Ensure timely compliance of all applicable legal and other requirements relating to Environment, Health and Safety and establish systems for their tracking, monitoring and review
- ❖ Integrate OH&S in all its activities and be proactive in achieving the goal of zero harm and prevention of Injuries and ill health to all its employees, other stakeholders by establishing an effective OH&S management system to carry out this policy
- ❖ Pro-actively identify the OH&S risks and opportunities throughout the organisation and apply the risk management philosophy and practices that aims to identify and eliminate the hazards wherever possible, and where this cannot be achieved, implement appropriate control measures to manage the risks at a level that is as low as reasonably practicable
- ❖ Provide OH&S induction training to all new entrants, carry out hazard communication and disseminate relevant information to all employees and contract associates, provide them need-based training and ensure adequate supervision Provide Training & Learning to employees and contractors associates to ensure competence and awareness in order to effectively carry out the requirements of OH&S Management System
- ❖ Set up appropriate OHS objectives for Continually improve occupational health and safety performance parameters by establishing short-term and long-term OH&S objectives & targets in consultation with all stakeholders and measure and; monitor our performance against these targets and conduct periodic performance reviews
- ❖ Planning and providing all the required adequate resources and support in terms of man, material, machine, money and method (5 M) for implementing the OH&S management system in a time-bound manner
- ❖ Work closely with employees and contract associates, establish organisational set-up with allocation of appropriate role, responsibility, accountability and authority at different levels, and lead by example.
- ❖ Encourage employee participation by way of safety committees and other means for improved and effective OH&S management and monitor the progress through periodic management reviews
- ❖ Encourage adopting of best practices and establishing a non-punitive safety culture where every incident, accident and dangerous occurrence is reported, recorded, investigated and all corrective and preventive measures implemented and regularly monitored
- ❖ Establish a Management of Change procedure to ensure that health, safety and environmental risks are controlled when the it makes any change or modification in its facilities, infrastructure, equipment, materials, procedures, documentation, operations, or personnel
- ❖ Conduct periodic audits and risk assessments for regular evaluation of the status of OH&S
- ❖ Integrate OH&S in all decisions like purchase of equipment, machinery, material as well as selection and placement of personnel
- ❖ Take into account the OH&S performance of individuals while considering their career advancement
- ❖ Communicate the management's intent of continually improving the OHS performance and fostering the expectation that every employee shall follow this policy and report any OH&S concern to the management
- ❖ Provide a résumé of the OH&S performance in the company's Annual Report and corporate sustainability report
- ❖ Display the policy prominently at conspicuous places and revise it as often as appropriate
- ❖ Make the policy available to all employees, stakeholders and to other interested external parties.
- ❖ The policy shall be reviewed periodically every three years or as and when required.

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

01st August 2018

Revision: 01


D.V. Deshpande
Chief Operating Officer (Occupier)