

NEW AMBADI ESTATES PRIVATE LIMITED

Policy on Workplace Safety

1. Purpose

- a. The purpose of this Workplace Safety Policy is to ensure a safe and healthy work environment for all employees, contractors, and visitors at New Ambadi Estates (P) Ltd. This policy outlines the company's commitment to compliance with applicable Indian laws, international conventions, and best practices concerning workplace safety and health.

2. Scope

- a. This policy applies to all employees, contractors, visitors, and any other persons engaged in business activities at New Ambadi Estates (P) Ltd premises. It is the duty of everyone working within the organization to adhere to the provisions of this policy.

3. Policy Statement

- a. New Ambadi Estates (P) Ltd is committed to providing a safe, healthy, and injury-free workplace. The management recognizes its responsibility to comply with all statutory and regulatory obligations as set forth under Indian law, and international conventions and to maintain a culture of safety through ongoing training, risk assessments, and continuous improvement of safety protocols.

4. Legal Framework

a. Applicable Indian Laws

New Ambadi Estates (P) Ltd is committed to complying with the following Indian laws and regulations pertaining to workplace safety:

i. The Factories Act, 1948

- (1) Governs safety, health, and welfare measures for workers.
- (2) Mandates provisions such as fencing of machinery, safety of building structures, and adequate lighting and ventilation.
- (3) The Occupational Safety, Health, and Working Conditions Code, 2020
- (4) Consolidates laws regulating the safety, health, and working conditions of workers.
- (5) Requires employers to ensure a safe working environment, provide safety training, and report accidents.

ii. The Employees' State Insurance Act, 1948

- (1) Provides financial benefits to employees in case of sickness, injury, or death caused by workplace accidents.

b. International Conventions

In addition to compliance with Indian laws, New Ambadi Estates (P) Ltd endeavours to adhere to relevant international conventions and standards, including but not limited to:

- i. International Labour Organization (ILO) Conventions
- ii. **ILO Convention No. 155:** Occupational Safety and Health Convention, 1981.
- iii. **ILO Convention No. 187:** Promotional Framework for Occupational Safety and Health Convention, 2006.

5. Responsibilities

a. Management Responsibilities

- i. Ensure compliance with all relevant safety laws and regulations.
- ii. Provide adequate resources, training, and equipment necessary to maintain workplace safety.
- iii. Conduct regular risk assessments and inspections to identify and mitigate hazards.
- iv. Implement emergency response plans and procedures.
- v. Encourage a culture of safety through communication and leadership.

b. Employee Responsibilities

- i. Adhere to all safety policies, procedures, and instructions.
- ii. Use personal protective equipment (PPE) as required.
- iii. Report unsafe conditions, hazards, or near-miss incidents to supervisors.
- iv. Participate in safety training and awareness programs.
- v. Cooperate with management in maintaining a safe and healthy workplace.

c. Contractor Responsibilities

- i. Comply with all company safety policies and procedures.
- ii. Ensure that their employees and subcontractors are trained in safety practices.
- iii. Report any hazards or unsafe conditions immediately to the site manager or supervisor.

6. Safety and Health Standards

a. Risk Assessment and Hazard Identification

- i. Conduct periodic risk assessments to identify workplace hazards.
- ii. Ensure proper control measures are implemented for all identified hazards.
- iii. Maintain a risk register and review it regularly.

b. Emergency Preparedness

- i. Ensure that emergency response plans (ERP) are in place for fire, natural disasters, chemical spills, etc.
- ii. Conduct regular emergency drills and training for all employees.
- iii. Ensure all emergency exits and firefighting equipment are easily accessible and functional.

c. First Aid and Medical Assistance

- i. Provide fully equipped first-aid kits at strategic locations.
- ii. Ensure that trained first-aid personnel are available at all times.
- iii. Have arrangements in place for medical assistance in case of serious accidents.

d. Personal Protective Equipment (PPE)

- i. Ensure that appropriate PPE is provided for all employees as required for their tasks.
- ii. Conduct regular training on the correct use and maintenance of PPE.
- iii. Enforce the mandatory use of PPE in designated areas.

7. Safety Training and Awareness

- a. Provide induction training to new employees on safety protocols and emergency procedures.
- b. Organize regular safety awareness sessions for all employees.
- c. Ensure specialized training for employees handling hazardous materials or machinery.
- d. Maintain records of all safety training provided.

8. Reporting and Investigating Incidents

- a. Encourage employees to report all workplace accidents, injuries, near misses, and unsafe conditions immediately.
- b. Investigate all incidents thoroughly to identify root causes and prevent recurrence.
- c. Report workplace accidents to relevant authorities as required under applicable Indian laws.
- d. Maintain a register of all accidents and near misses for future reference and regulatory compliance.

9. Enforcement and Disciplinary Measures

- a. Failure to comply with this policy may result in appropriate disciplinary action.

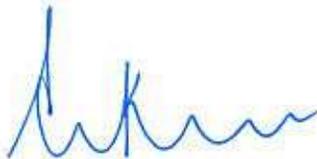
10. Continuous Improvement

New Ambadi Estates (P) Ltd is committed to continually improving its workplace safety measures by:

- a. Regularly reviewing this policy in light of changes in laws, regulations, or operational activities.
- b. Incorporating feedback from employees, safety audits, and incident investigations into safety procedures.
- c. Benchmarking safety practices with industry best practices and implementing international standards like ISO 45001.

11. Review and Amendment

This Workplace Safety Policy will be reviewed annually or earlier if required, to ensure continued compliance with Indian laws, international conventions, and evolving workplace safety standards.



Signed By: **ARUN KUMAR**
CHIEF EXECUTIVE - PLANTATIONS

Dated: 02.05.2024

ISSUED ON – MAY 2024
VALID TILL - APRIL 2026