



# **GreenOx Oils Private Limited**

## **Health and Safety Policy**

### **For the financial year ended 31 March 2024**

#### **1. Policy Statement**

We are committed to ensuring the health, safety, and welfare of our employees, contractors, visitors, and any other stakeholders affected by our operations. We believe that all work-related injuries, illnesses, and incidents are preventable. Our goal is to promote a safe, healthy, and secure working environment that complies with all applicable local laws, industry requirements, and international health and safety standards.

#### **2. Scope**

This policy applies to all employees, contractors, visitors, and partners operating within our premises, facilities, and job sites. It also applies to any external sites where our operations take place.

#### **3. Responsibilities**

- **Management Responsibilities:** Senior management is responsible for the overall implementation and enforcement of this policy. They are committed to providing the necessary resources, training, and support to ensure compliance and continuous improvement in health and safety practices.
- **Employee Responsibilities:** All employees must take reasonable care for their own health and safety, as well as that of others who may be affected by their actions. Employees must adhere to safety protocols, report unsafe conditions, and participate in safety training.
- **Health and Safety Officer Responsibilities:** The appointed Health and Safety Officer will monitor compliance with safety laws, industry regulations, and international standards. The officer will also carry out risk assessments, incident investigations, and periodic safety audits.

#### **4. Legal Compliance**

We will comply with all relevant health and safety legislation, including but not limited to labour laws.

#### **5. Risk Management**

We will identify and assess workplace hazards and implement appropriate control measures to minimize risks to health and safety. A structured process of risk management will be followed to ensure the safety of employees and others impacted by our operations. Risk assessments will be reviewed periodically and after significant changes in operations or workplace conditions.

#### **6. Training and Awareness**

All employees will be provided with appropriate health and safety training relevant to their job roles. Training will include, but is not limited to, hazard recognition, emergency procedures, proper use of personal protective equipment (PPE), and safe work practices. We will ensure continuous education and awareness on health and safety issues.

#### **7. Incident Reporting and Investigation**

All accidents, near-misses, and hazardous incidents must be reported immediately to supervisors and the Health and Safety Officer. We will investigate all incidents promptly to determine their cause and to implement corrective and preventive measures.



#### 8. Emergency Procedures

Emergency response procedures will be established and communicated clearly to all employees. These include evacuation protocols, first-aid procedures, and contact information for emergency services. Regular drills will be conducted to ensure readiness in case of an emergency.

#### 9. Safety and Precautionary Procedures

We are committed to providing a safe and healthy workplace by ensuring strict adherence to health and safety standards. We require the mandatory use of personal protective equipment (PPE), ensure the safe operation of machinery with proper maintenance and lockout/tagout procedures, and enforce machine guard usage. Emergency preparedness is a priority, with clear evacuation plans, regular drills, and employee training. All incidents and accidents must be promptly reported for investigation and corrective action. Ergonomic assessments are conducted to reduce strain and ensure comfortable workspaces, while training is provided on proper postures. We follow strict protocols for the handling, labelling, storage, and disposal of chemicals and hazardous substances, with appropriate training for employees. Fire protection measures are enforced through regular drills, accessible firefighting equipment, and clear exits. Management ensures compliance through audits, while employees are responsible for following all safety protocols, wearing PPE, and reporting hazards. This policy reflects our ongoing commitment to safeguarding the well-being of all employees, contractors, and visitors.

#### 10. Monitoring and Review

We are committed to continuously improving our health and safety performance. Health and safety objectives will be set, and key performance indicators (KPIs) will be monitored. The Health and Safety Policy will be reviewed annually or following significant changes in operations, legislation, or industry best practices.

#### 11. Environmental Considerations

In addition to health and safety, we will ensure that all activities are conducted in an environmentally responsible manner. Measures will be taken to prevent pollution, manage waste, and reduce environmental impacts, where possible.

#### 12. Commitment to Continuous Improvement

We are dedicated to the continual improvement of its health and safety management system. We will engage employees at all levels in safety initiatives, regularly update procedures, and adopt new technologies and practices that promote a safer working environment.

#### 13. Approval and Review

This Health and Safety Policy is approved by the undersigned and will be communicated to all employees, contractors, and other relevant stakeholders. It will be reviewed annually or whenever necessary to ensure its effectiveness.