



## **HEALTH & SAFETY POLICY**

SERVVEL LUBRICANTS & CHEMICALS PVT LTD, is committed to the Health and Safety of all our employees. The purpose of the Health and Safety policies and procedures is to guide and direct all employees to work safely and prevent injury, to themselves and others. All employees are encouraged to participate in developing, implementing, and enforcing Health and Safety policies and procedures. All employees must take all reasonable steps to prevent accidents and never sacrifice safety for expedience. Our goal is to eliminate or minimize hazards that can cause accidents. It is company policy that all employees be given a copy of the policies manual and be familiar with its contents. This policy will be reviewed annually. Together we can achieve a safe and happy work environment.

### **OUR BELIEF:**

The safety and health of all the people who work in and with the Tata Steel Group is our number one priority

### **OUR PRINCIPLES:**

- All injuries and work-related illness can and must be prevented - We all have a duty to prevent harm. No one should be injured as a result of our operations.
- All employees and contractors are responsible for their own health and safety and that of their colleagues, with management accountable. We all have a role to play in managing risk in our operations. Management has additional responsibilities to demonstrate leadership and high standards in health and safety, and is ultimately accountable.
- Employee engagement and training is essential. Everyone must be involved in health and safety every day and have the opportunity to contribute positively to a safer and healthier workplace. Employees must know how to keep themselves and those around them safe. They should receive suitable training on the hazards they face and the control measures to be applied.
- Working safely is a condition of employment for all employees and contractors. A commitment to work safely can only be demonstrated by our actions ... or inactions.
- Excellence in health and safety drives excellent business results. Without a healthy and safe operation there can be no business
- Safety and health is integrated into all our business management systems and processes. Sound business decisions cannot be made without genuine consideration



for people's health and safety

## The Management

- Providing a safe working environment for all employees, subcontractors and other affected parties
- Arrange appropriate training for employees and ensure that they understand the importance of Safety at all times.
- Provide appropriate personal protective equipment (PPE)
- Educate employees of the hazards associated with the work process and/or Ensure that the employees follow Client's and Company's safety policies, instructions, safety procedures etc. environment and update them regularly
- Ensure that all accidents are reported, reasons identified and corrective action is taken to eliminate the cause.

## The Employee

- Comply with company policies, procedures and instructions during and after work.
- Use the correct PPE, tools, tackles and equipment for the job in the right way
- Attend all training, understand and follow safety instructions given by client, e safety engineer, supervisors, foremen, engineers, etc.
- Report all accidents, near misses or hazardous conditions to their immediate supervisor or to management
- Take all protective measures and precautions to protect themselves and their fellow employees

## Summary

Working together, the management and employees will succeed in maintaining an HSE program conforming to the highest industry standards, for the benefit of all involved. On all projects, this policy will be supplemented by a job-specific health and safety plan and accident prevention program, to ensure that all work activities conform to the HSE requirements of both servvel and the particular contract.