



## **PRABHA AUTOMOTIVE ENGINEERS LIMITED**

### **HEALTH AND SAFETY POLICY**

#### **Purpose :-**

Our Health & Safety Policy is a cornerstone of the values deeply held at Prabha Automotive Engineers Limited (PAEL). It reflects our determination to comply with all applicable laws and regulations and respect the rights of all those who are most directly affected. PAEL's unwavering commitment to safeguarding the quality of the workplace environment and the health and safety of all who work within it gives us a distinct competitive advantage in the market. It underpins how seriously we take our responsibility as corporate citizens.

#### **Scope and Applicability :-**

This policy applies to all individuals of PAEL working at all levels and grades, including senior managers, officers, directors, associates (whether permanent, fixed-term or temporary), trainees, volunteers, seconded staff, casual workers and agency staff, agents, or any other person associated with the PAEL (collectively referred to as "the Associates"), and visitors working/present at the workplace. The workplace includes:

- All offices or other premises where PAEL's business is conducted.
- All Company-related activities are performed at any other site away from PAEL's premises.
- Any social, business, or other functions where the conduct or comment may have an adverse impact on the workplace or workplace relations.
- Any place visited by the employee in the course of employment, including "a dwelling place or a house" will also constitute a workplace.

#### **Vision and Objective:-**

At PAEL, the well-being and safety of the Associates is of utmost importance. Well-being refers to a state categorized by good health and happiness. We aim to:

- Identify and assess the potential risks to the well-being of the Associates.



- Prevent risks and contain undesired consequences to safeguard the Associates.
- Monitor, measure, and control the Occupational Health & Safety system with a view to continuous improvement.
- Activate and sensitize all internal and external factors involved to promote a strong sense of responsibility.
- Provide safe and accessible infrastructure for Persons with Disabilities (PwD) as per the rights of Persons with Disabilities Act, 2016.

### **Responsibility:-**

PAEL shall-

- Actively identify, assess, and manage health and safety-related risks across business operations and the supply chain.
- Take appropriate measures to prevent workplace injuries and ill health, and provide Associates with a safe, healthy, and hygienic working environment by continuously evolving industry practices and societal standards of care.
- Identify and comply with applicable Health & Safety (H&S) regulations and other requirements that we are committed to.
- Set objectives and targets that result in continuous improvement of our health and safety management and performance.
- Encourage involvement of the Associates through feedback and consultation. Provide training both generic and role-risk specific to all Associates, to help improve health and safety performance.
- Testing of drinking & portable water on a set frequency to ensure the water used is in alignment with the BIS standards and other related legislation.
- Conduct periodic internal and independent reviews of conformance to health and safety management systems and performance such as routine Emergency mock drills, Testing of Fire & Safety Infra, and Thermography of electrical equipment on a set frequency. Scheduling of Planned Preventive Maintenance (PPM) for electro-mechanical equipment will be carried out as well.
- Provide general health and safety facilities such as medical rooms in corporate offices along with first aid kits and over the Counter medicines in selected facilities.

### **Health and Safety System:-**

The Occupational Health & Safety system in force at PAEL is based on the core principles of this



policy and is fully compliant with the laws and regulations that from time to time apply in India. The system is reviewed and updated continually to align with newly introduced rules, evolutions within the Company, and the expectations of the actors involved. PAEL actively encourages all personnel, functions, and legal entities to champion the principles described in this document and encourages to adopt these Occupational Health & Safety principles as part of their daily experience.

**Grievance Redressal Mechanism:-**

The Business Responsibility and Reporting Committee shall be responsible for resolving the grievances related to Health & Safety. Any concerns related to the subject can be sent at [corporatehr@prabhaengineers.com](mailto:corporatehr@prabhaengineers.com).