

<b>ENDOTHERM</b>	<b>QUALITY SYSTEM MANUAL</b>
<b>DOC REFERENCE</b>	<b>DESCRIPTION</b>
<b>QSM-3.0-QP</b>	<b>Occupational Health, Safety &amp; Environment Policy</b>

## **OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENT POLICY:**

We are committed to create and sustain proactive Health, Safety and Environment (HSE) culture at work place in our organization. We will manufacture our products without causing unacceptable harm to the environment. We will develop and implement our Occupational Health, Safety and Environment Management System conforming to International Standards and Driving Excellence in operations and support functions by providing necessary resources.

Occupational Health, Safety and Environment will be integrated with all our decisions and activities and we will continually improve our performance on this front.

We will achieve this with commitment through:

- Institutionalization of the HSE Management System with an Organizational setup.
- Encouraging consultation and participation of employees and other interested parties in HSE activities.
- Empowerment of all concerned personnel for demonstration of HSE Leadership.
- Ensuring competence and skill by effective Communication, Education, Training and refreshing it.
- HSE consideration for new facilities during project stage.
- Obligation of compliances related to HSE and other requirements.
- Use of techniques such as, Safety Audits and Periodical Risk Assessment and Implementation of Controls with Hierarchy to provide Safe and Healthy working conditions for prevention of work related injury and ill health considering Risk and Opportunities.
- Protect the environment, prevention of pollution and conservation of natural resources.
- Setting and reviewing HSE objectives and targets.
- Use of Sustainable resources, Climate change mitigation and adaptation and protection of Biodiversity and Ecosystems.

The detailed Policy Statement of the organization will support this policy. The policy and the policy statement will be made widely known to all employees and interested parties and will be reviewed whenever any change is required. Occupational Health, Safety and Environment Management System will be an integral part of our Work Culture.

REF: HSE POLICY PLAN (ANNEXURE-08)

**Director**  
**Krishna Iyengar**

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