

OCCUPATIONAL, HEALTH AND SAFETY POLICY

Occupational, Health and Safety (OHS) policy is to establish HMA Industries Pvt. Ltd. (HMAI) commitment to providing a safe and healthy work environment for its employees, contractors, visitors and all concerned parties. The policy outlines the Organization's commitment towards Zero harm and sets out guidelines for employees, contractors, visitors and other concerned parties, on identifying and controlling workplace hazards, preventing workplace injuries and illnesses and continuously enabling improvement of OHS performance.

1. OBJECTIVE

To identify and assess workplace hazards and implement appropriate controls to eliminate risks

To prevent workplace accidents, injuries, and illnesses

- To establish clear roles and responsibilities for OHS within the organization
- To provide employees with OHS training and education to help them work safely and avoid hazards
- To continuously improve the organization's OHS performance through monitoring, evaluation, and review as per policy revision clause.
- To create a culture of safety within the organization by promoting good safety behaviour, awareness, and communication

2. SCOPE

This policy applies to all employees of HMAI including:

- All contractors of and its divisions
- Visitors

3. POLICY

HMAI is committed to providing a safe working environment for its employees, visitors and all concerned parties. Prevention of occupational injuries and illness is the organization's top priority.

4. ACTIONS AND PROCEDURE

To achieve the goal of “Zero Harm” HMAI shall –

- Undertake risk assessments to identify safety risks in operations and formulate corresponding mitigation plans
- Undertake capacity building, awareness sessions and training to promote good safety behaviour
- Involve all relevant interested parties and unions including workers in consultation and participation
- Set objectives, targets and action plans for Health and Safety systems
- Hold all levels of management accountable for Health and Safety matters in their area of responsibility

5. Roles & Responsibilities

Employees are expected to comply with this and all other applicable HMAI policies. Any violation of this policy or related complaints can be reported to HR Department

6. Commitments

HMAI is dedicated to achieving zero harm by integrating safety into all aspects of our operations.

APPROVED BY:

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Managing Director

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