

	HINDUSTAN PLATINUM PVT. LTD.	Revision Number 03	Prepared On 12/03/2018
		Revision Date 01/02/2025	Page 1 of 6
	Occupational Health and Safety Policy	Ref No.	

Statement of Intent

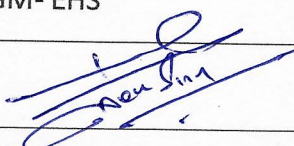
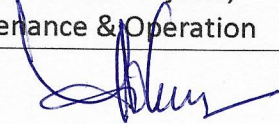
This Occupational Health and Safety policy outlines our commitment to preventing accidents, injuries, and illnesses and ensuring compliance with relevant occupational health and safety legislation. Hindustan Platinum Pvt Ltd is committed to providing a safe and healthy work environment for all employees, contractors, visitors, and other stakeholders, with one major goal: Zero LTI (Loss-Time Injury).

By adhering to the principles and practices of this policy, Hindustan Platinum aims to promote a workplace where all individuals can work safely. Through continuous improvement, training, performance indicators and compliance with relevant regulations, we strive to create a healthy and supportive work environment that prioritizes the well-being of our workforce and, at the same time, contributing to the overall success of the organization.

This policy is applicable to all Hindustan Platinum facilities and employees engaged in work activities on the organization properties, equipment, machinery, or processes.

Risk Assessment

To maintain a secure working environment, Hindustan Platinum will conduct regular risk assessments, either in its regular activities or as a part of its Management of Changes procedure. These assessments will identify and evaluate potential hazards, and corresponding measures will be implemented to eliminate or control these risks. This includes, but is not limited to, physical work environments, equipment usage, chemical exposures, ergonomic factors, equipment life and condition, and psychosocial elements.

	PREPARED BY	APPROVED BY
Name	Akhilesh Singh	Chandrashekhar Lohani
DESIGNATION	DGM- EHS	Vice-President- Projects, Maintenance & Operation
Sign		

	HINDUSTAN PLATINUM PVT. LTD.	Revision Number 03	Prepared On 12/03/2018
		Revision Date 01/02/2025	Page 2 of 6
	Occupational Health and Safety Policy	Ref No.	

Emergency Response

Clear and effective emergency procedures will be established, communicated, and regularly tested. This includes providing training to employees on emergency response protocols and evacuation drills, ensuring a swift and efficient response to any unforeseen circumstances. First aid kits and trained personnel will ensure prompt treatment in case of an emergency.

Chemical Safety

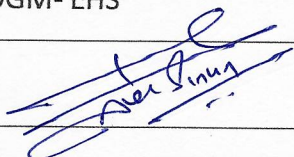
Proper procedures for the storage, handling, and disposal of chemicals will be established and communicated to all employees in language understood by all. This includes ensuring that all chemicals are labelled correctly, Material Safety Data Sheets (MSDS) are readily available, and that minimum stock of hazardous chemicals are maintained at plant sites.

Personal Protective Equipment (PPE)

Regular assessments shall be conducted to identify the need for Personal Protective Equipment across various job roles and tasks. These assessments will consider potential workplace hazards, and appropriate PPE will be provided based on the identified risks.

Health & Safety (H&S) Training

We commit to complying with all relevant OHS laws, regulations, and standards of the countries where we operate. Our operations will align with industry best practices, and we will ensure that H&S training programs are in place to meet or exceed these requirements.

	PREPARED BY	APPROVED BY
Name	Akhilesh Singh	Chandrashekhar Lohani
DESIGNATION	DGM- EHS	Vice-President- Projects, Maintenance & Operation
Sign		

	HINDUSTAN PLATINUM PVT. LTD.	Revision Number 03	Prepared On 12/03/2018
		Revision Date 01/02/2025	Page 3 of 6
	Occupational Health and Safety Policy	Ref No.	

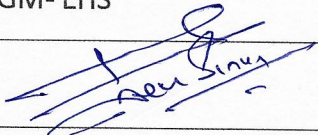
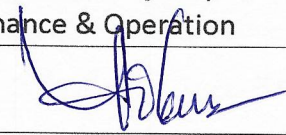
We shall establish and maintain H&S training programs tailored to the specific needs of our workforce. These programs will cover, but not be limited to:

- Workplace hazard identification and control measures
- Proper use of Personal Protective Equipment (PPE)
- Emergency response procedures
- Safe operating procedures for equipment and machinery
- Ergonomics and workstation safety
- Reporting procedures for incidents, near misses, and hazards
- Handling and identification of chemicals
- Regulatory trainings

Key Performance Indicators (KPIs)

At Hindustan Platinum, we are committed to maintaining a safe and healthy work environment by setting clear Key Performance Indicators (KPIs) for Occupational Health and Safety (OHS). These KPIs guide our continuous improvement efforts and support our overarching objective: **Zero Lost time injury by minimising process incidents and accident.**

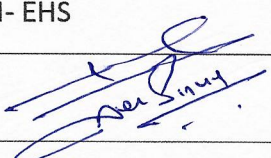
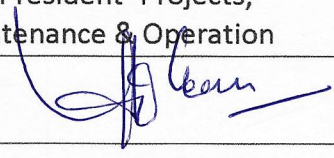
Performance against these indicators is evaluated during regular management review meetings and forms an integral part of our compliance and risk management strategy.

	PREPARED BY	APPROVED BY
Name	Akhilesh Singh	Chandrashekhar Lohani
DESIGNATION	DGM- EHS	Vice-President- Projects, Maintenance & Operation
Sign		

	HINDUSTAN PLATINUM PVT. LTD.	Revision Number 03	Prepared On 12/03/2018
		Revision Date 01/02/2025	Page 4 of 6
	Occupational Health and Safety Policy	Ref No.	

OHS KPI Framework

Type	KPI Description	Target	Review Frequency
Proactive	Safety Training Completion Rate	Employees to receive mandatory safety training per year	Quarterly
Proactive	Safety Audit Compliance Rate	100% completion of internal safety audits as per schedule	Bi-annually
Proactive	Number of Safety Walks / Inspections	Minimum 2 safety walks per month.	Monthly
Proactive	Near-Miss UA/UC Reporting Rate	Minimum 2 near-miss reports per 100 employees per month	Monthly
Proactive	Toolbox Talks Frequency	At least 1 toolbox talk per week.	Weekly
Reactive	Lost-Time Injury Frequency Rate (LTIFR)	0 (zero) lost-time injuries	Monthly/Annually
Reactive	Recordable Incident Rate	Continuous reduction year over year by providing CAPA within 1 month	Monthly/Annually
Reactive	Response Time to Safety Incidents	All incidents to be investigated within 72 hours	Per Incident
Reactive	Corrective Actions Closed on Time	100% closure of corrective actions within 90 days	Monthly

	PREPARED BY	APPROVED BY
Name	Akhilesh Singh	Chandrashekhar Lohani
DESIGNATION	DGM- EHS	Vice-President- Projects, Maintenance & Operation
Sign		

 Hindustan Platinum	HINDUSTAN PLATINUM PVT. LTD.	Revision Number 03	Prepared On 12/03/2018
	Occupational Health and Safety Policy	Revision Date 01/02/2025	Page 5 of 6
		Ref No.	

Qualitative Commitment Targets

In addition to measurable KPIs, Hindustan Platinum sets the following qualitative OHS goals:

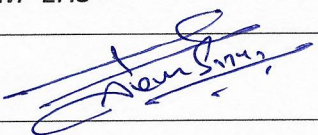
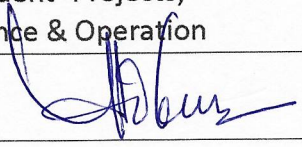
- Foster a **culture of safety** where every employee feels responsible for their own and others' safety.
- Enhance employee engagement in OHS programs through active participation and feedback.
- Continuously **improve safety systems** through feedback, audits, and best practices.
- Ensure all new joiners receive **comprehensive OHS induction** within their first week.
- Promote a **no-blame environment** for incident and near-miss reporting to increase transparency.

Audit Management

Regular audits of our OHS management system will be conducted to ensure compliance with relevant laws, regulations, and standards, as well as to assess the effectiveness of our safety programs and initiatives. These audits will include a comprehensive review of safety procedures, risk assessments, training programs, and other relevant components to ensure ongoing compliance and effectiveness.

Policy Responsibilities:

- Leadership Team (Executive Committee - ExCom): Ensure the integration of Occupational Safety management into strategic decision-making and allocate resources for its effective implementation.
- Project: Develop and oversee occupational safety management strategies
- EHS: Monitor compliance, and report on performance.

	PREPARED BY	APPROVED BY
Name	Akhilesh Singh	Chandrashekhar Lohani
DESIGNATION	DGM- EHS	Vice-President- Projects, Maintenance & Operation
Sign		



HINDUSTAN PLATINUM PVT. LTD.

Revision
Number
03

Prepared On
12/03/2018

Revision Date
01/02/2025

Page 6 of 6

Occupational Health and
Safety Policy

Ref No.

- Employees: Adhere to the company's occupational safety management practices and report any incidents or opportunities for improvement.
- Contractors and Suppliers: Comply with the company's occupational safety management standards and support sustainability goals.

Continuous Improvement

- Set annual water management goals and objectives to drive performance improvements.
- Regularly review and update water management practices to reflect new technologies, regulations, and industry standards.

Review and Updates

This policy will be reviewed annually and updated as necessary to ensure its continued relevance and effectiveness.

Contact Information

For questions or further information, contact the EHS team at ehs@hp.co.in.

	PREPARED BY	APPROVED BY
Name	Akhilesh Singh	Chandrashekhar Lohani
DESIGNATION	DGM- EHS	Vice-President- Projects, Maintenance & Operation
Sign	