

# Shivalik Bimetal Controls Limited

## Occupational Health & Safety Policy

### OBJECTIVE:

Providing a safe and healthy working environment and achieving an injury and illness free work place. While safety is everyone's prime responsibility, senior leaders demonstrate visible commitment through their behaviors. Leadership will be held responsible & accountable for these safety behaviors.

### SCOPE:

This Policy applies to all Stakeholders, or any other person associated with **SBCL** and its subsidiaries who may be acting on behalf of **SBCL**.

### POLICY FRAMEWORK:

To meet its commitment:

### SBCL will:

- Endeavor to prevent all injuries and work-related illness.
- Recognize Health and Safety as an integral part of its operations. Promote "Zero Harm" in all its operations.
- Comply and aspire to exceed applicable statutory Health and Safety requirements and set the highest standards.
- Impart and enhance the skills and competencies of employees, associates, contractors, suppliers and vendors through appropriate training to help them work safely.
- Assess risks and provide controls for Health and Safety hazards in its operations and activities. Conduct regular assurance programs and take timely actions resulting from it.
- Promptly report incidents, investigate for root causes and ensure lessons learnt are shared and deployed across the Group companies.
- Influence its business partners in enhancing their Health and Safety standards.
- Make safety as the condition of employment for all employees including associates and contractors.
- Set Health and Safety metrics as indicators of safety excellence journey, monitor progress and continually improve performance

**REVIEW:**

SBCL shall review the policy as and when any changes are to be incorporated in the policy due to change in applicable law.

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Note: This policy was reviewed and revised by the Board of Directors of the Company at its meeting held on February 7th, 2024.