



HEALTH, SAFETY & ENVIRONMENT POLICY

Last Amended: June 08, 2020

Adopted by the Board: June 08, 2020

1. PREAMBLE

Subject to Public Sector Companies (Corporate Governance) Rules 2013 and applicable relevant law on the subject in force explicitly adopted by the HESCO Board from time to time and to ensure Health, Safety & Environment Corporate Governance as enunciated in relevant laws and rules thereunder, for the Board of Directors, Senior Management, and all employees of Hyderabad Electric Supply Company Limited (the “Company” or “HESCO”) and inconsequent to the requirement of Rule 5 (4) of the Public Sector Companies (Corporate Governance) Rules, 2013 (the “Rules”) the HESCO Board has unanimously approved this policy.

2. GENERAL POLICY STATEMENT

HESCO believes safety as a core value and recognizes that all accidents are preventable; all health and environment hazards and risks related to workplace are removable; therefore, HSE issues shall be at the forefront of all our activities.

3. POLICY OBJECTIVES

To become a leading organization in the field of HSE management, HESCO shall

- (i) Run its business in a manner that protects the health and safety of employees, contractors and others involved in our business, the community in which we operate along with our assets.
- (ii) Continuously improve environmental performance of our business.
- (iii) Comply with all applicable laws and regulations.
- (iv) Ensure transparent reporting of the HSE performance.
- (v) Ensure that management and employees are appropriately trained, empowered and held accountable for HSE performance.

- (vi) Create and promote a culture of learning and practice HSE management among employees and contractors.

4. **GUIDING PRINCIPLES**

To achieve these policy objectives, HESCO shall

- (i) Identify and evaluate health risks related to its operations that potentially affect its employees, contractors, visitors, or the public.
- (ii) Implement programs and appropriate protective measures to control such risks, including appropriate monitoring of its potentially affected employees. Carry out periodic medical check-up of its employees.
- (iii) Provide or arrange for medical services necessary for the treatment of employees occupational illness or injuries and for handling medical emergencies.
- (iv) Institutionalize behavioral safety practices.
- (v) Keep abreast of the latest international codes, standards and practices and adopting the same where applicable.
- (vi) Comply with all applicable environmental laws, regulations and apply responsible standards where laws and regulations do not exist.
- (vii) Conserve natural resources and energy by continuously improving business processed and measuring performance.
- (viii) Continuously improve our processed to minimize pollution and waste.

5. **ORGANIZATIONAL RESPONSIBILITY**

HESCO has three-tier approach to create a safe, healthy and environmental friendly workplace:

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1. **TOP MANAGEMENT** is responsible for
 - (i) ensuring that all work activities under their control are carried out in adherence of this policy and applicable laws;
 - (ii) ensuring that heads of circles / projects are individually accountable for implementation of this policy;
 - (iii) setting appropriate standards for HSE.
 - (iv) Ensuring that all required resources like safety PPE, T&P etc. are provided.
 - (v) Putting HSE as part of performance evaluation system, both for self and subordinates.
 2. **HEADS OF CIRCLES / PROJECTS** are responsible for
 - (i) Implementing this policy by introducing local systems with high standards of HSE.
 - (ii) Ensuring identification and display of all hazards.
 - (iii) Making employees responsible for working safely by creating a safer work environment and ensuring that their actions do not harm either themselves or others.
 - (iv) Ensuring implementation of rule, regulations, guidelines, procedures etc. concerning HSE.
 3. **HEADS OF DIVISIONS / SUBDIVISIONS** are responsible for
 - (i) Spotting, reporting and dealing with hazards to help create safe and incident free workplace.
 - (ii) Ensuring training of workers and awareness about the hazards of the site of work.

(iii) Ensuring that contractor has adequate system, equipment in place for safe and environmental friendly work.

(iv) Make sure that they and all under them strictly observe rules and procedures etc. with highest levels of HSE standards.

6. **TRAINING**

Safety Department shall prepare with detailed training requirements including skill training and culture building clearly bringing out the desired objectives, audience and responsibility.

HR & Admin Department shall ensure continuous training and learning programs.
