

## Occupational Health and Safety Policy

Socius Works and Services Pvt Ltd (SWSPL)., aims to be a leader in providing services to process industries, with a focus on the Steel Industry.

As a professional partner to the Industry, the company wishes to uphold the highest standards of Health and Safety as a core value. The company is committed to providing all the necessities detailed below to ensure the Health and Safety of all its employees, business associates and visitors.

Socius Works and Services strongly believes in the prevention of injury and ill health and is desirous of a continual improvement in its Health & Safety Performance. The company aims to achieve this through the adoption of robust operational and maintenance practices along with support from the policy and systems framework.

Socius Works and Services Health and Safety Policy compliments the Socius Group policies and highlights its commitment through the following:

- SWSPL shall fully comply with all the applicable Health and Safety regulations and legislations, Industry best practices and norms in all geographical areas of its operations.
- Obligations and responsibilities of all employees, associates and visitors shall be formulated in consultation with the Health and Safety Committee and the same shall be communicated to all employees, associates and visitors before they are deployed on the site. Refresher communications shall be made annually thereafter.
- All the works and services undertaken shall be fully assessed for the hazards and identified risk mitigation measures and strategies shall be deployed prior to commencement of work. The same shall be periodically reassessed.
- All the employees, associates and visitors shall be provided with necessary information, instruction, training and supervision to ensure that the highest standards of Health and Safety performance are achieved at our sites.
- A framework of Health and Safety systems and implementation requirements shall be formulated and the sites regularly audited against the framework to facilitate the necessary improvements.
- This policy shall be prominently displayed so that all the employees, associates and visitors are consistently encouraged to propagate the embedded values. The policy shall also be made available to any interested third parties.

*This Occupation Health and Safety Policy shall be reviewed on an annual basis and enhanced if necessary.*

Managing Director