

## **OCCUPATIONAL SAFETY & HEALTH (OSH) POLICY**

NELCO is committed to providing a safe and healthy working environment for employees, business partners and all stakeholders who may be impacted by our business operations. Our approach to OSH is with reference to the Tata Safety & Health Management System and Standards.

To meet our commitment, we will:

- Ensure senior leaders demonstrate visible commitment through their actions towards building a positive safety culture, including an accountability at all levels.
- Assess OSH hazards and risks, provide controls to eliminate hazards and reduce risks.
- Comply and endeavor to exceed applicable regulatory OSH requirements and set the highest standards.
- Build competence and skills in employees and the extended eco-system to effectively address hazards and risks they are exposed to.
- Promptly report incidents, investigate for root causes, and ensure lessons learnt are shared widely to prevent recurrence.
- Upgrade the OSH standards of our business partners to enable them to perform their jobs at customer premises safely.
- Set proactive OSH metrics, monitor progress through audits, with the objective of continually improving performance.

We aspire to become a benchmark in safety and health performance in our industry. This will be achieved through a consultative and participative approach with our employees and business partners.

**For Nelco Limited**



**P J Nath**  
**Managing Director & CEO**

Date: 5<sup>th</sup> August 2022