

## **Health and Safety Policy**

### **Preamble Statement**

Havells India Limited is committed to establish a safe and healthy (physical & mental) working environment where our employees can thrive in their respective roles. Every employee or worker of Havells India Ltd has the right to refuse work in unsafe environment within our premises or at any other location/circumstances which puts him/her/they in dangerous situation.

Through this Policy, the company lays down its commitment to safe and healthy working condition.

### **Tenets of the policy**

- In our business decision-making, Health and safety of our workforce and community at large, will precede economic considerations.
- We shall ensure full compliance with safety and health laws, regulations, and processes, and establish our own protocol that meet or exceed legal & other requirements.
- We shall actively invest in vigilance mechanism, training, checks and balances for Health and Safety systems.
- We continue to assess our operations, identify and eliminate potential Health and Safety risks.
- We shall establish and implement emergency response plans to properly address any potential accident or disease in our workplace and be prepared for emergencies contingences.
- All our employees (permanent and contractual), vendors and dealers must recognize their roles and responsibilities for full compliance with health and safety policies and shall actively participate in relevant activities.
- Adopt effective process control, management system and vigilance mechanism to ensure reliability and accuracy of data collected of Health and Safety parameters.
- Conduct audit at regular frequency for continuous improvement of the system.
- We shall established and implement personal accountability for health and safety at all levels throughout the organisation.

### **Administration and Applicability:**

The policy is applicable to all offices, warehouses, distribution chain and manufacturing facilities of Havells India Ltd. Havells is dedicated to providing a safe and healthy workplace for all employees and maintain a culture of safety throughout the organisation.