

Health and Safety Policy



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The Health and Safety of the staff who make up the Sajjan team is one of our top priorities. Our goal is to achieve world-class safety performance. By implementing a safety culture that supports our objective of having zero accidents and removes risks in four key areas.

Four Key Areas

- **Occupational Health** - Safeguarding our employees against long-term health issues related to the workplace
- **Personal Safety** - Providing safe working tools and standards that promote the safety of every individual
- **Process Safety** - Improving the design, implementation, management, and control of any identified hazardous process within our operations
- **Vehicle Safety** - Improving driver safety and vehicle-related activities in all our functions and operations

Our safety policy, which explains our values and obligations, is continually reemphasized. It reads as follows:

- All accidents and injuries are inexcusable, and we work to completely eradicate all incidences.
- Safety and health improvement is an individual and team responsibility.
- Each team member must be dedicated to conducting all activities with the deepest concern for employee safety and health.
- Each team member should actively strive toward creating a workplace free of accidents and injuries by taking part in a local safety programme.

We are committed to the following:

- Adhering to applicable safety and health guidelines or exceeding them.
- Continuously improving the safety of our work environment by investing in our people and our facilities.
- Each team member must be dedicated to conducting all activities with the deepest concern for employee safety and health.

Our safety principles guide our everyday actions:

With our EHS & S program, colleagues across the globe are firmly committed to safe practices, safe environments and ways of working. Our guiding principles:

1. Nothing we do is worth getting hurt.
2. All injuries and occupational illnesses can and must be prevented.
3. Safety is Everyone's Responsibility, however, leaders are accountable.
4. Working safely is a condition of employment.

The programs we put in place at our plants meet the OHSAS 18001, ISO14001 series, and ISO 45001 recognized EHS & S management systems.