



OCCUPATIONAL HEALTH &
SAFETY POLICY
OF
APOLLO PIPES LIMITED

Version	Revision Date	Approved by	Date of Approval
1st Version		Board of Directors	26.10.2023

Occupational Health & Safety Policy

Introduction

At Apollo Pipes Limited, we prioritize the well-being of our Employees, Visitors, and all the Stakeholders. Our Health and Safety Policy is a foundational document that outlines our dedication to creating a safe and healthy work environment. This policy reflects our pledge to prevent accidents, protect against occupational hazards, and promote a culture of safety throughout our organization. It reflects our commitment to ensure that every individual within our community can work, visit, or engage with us without compromising their well-being. Our policy is compliant with ISO 45001 and OHSAS 18001:2007 Health and Safety Management System.

Applicability

We are dedicated to ensuring a secure, safe, and clean working environment for every Employee, Contractor, Customer, and Visitor within our facilities. Furthermore, we extend this dedication throughout our value chain by collaborating with our Partners and Suppliers.

Our Aims

- Zero Harm
- Zero Incident and Injury Rate

Governance

Apollo Pipes' leadership takes on the role of ensuring the Company's operations are conducted effectively, efficiently, and safely on the premises while also ensuring legal compliance, particularly in the areas of health and safety. This leadership is complemented by location and geography heads who are tasked with driving health and safety initiatives and legal compliance within their specific areas. Furthermore, all employees, in their respective roles as individuals, managers, and functional heads, share the responsibility for maintaining and promoting a workplace that is safe, healthy, and hygienic. The integration of health and safety considerations into the corporate governance structure is overseen by the audit risk and compliance committee.

Internal Safety Committee

At each Apollo Pipes location, an Internal Safety Committee plays a crucial role in ensuring safety and health standards are upheld. Their responsibilities encompass a range of critical safety measures, including daily comprehensive safety inspections across the entire company premises. They meticulously document any observed unsafe conditions, provide regular in-house safety training and awareness programs for all unit employees, and organize routine mock drills. Additionally, they ensure the continuous monitoring and maintenance of firefighting equipment and convene weekly meetings with unit heads to review and enhance safety standards within the unit.

Our Approach

Our approach is to adopt a comprehensive and integrated perspective towards health and safety, encompassing both preventative and mitigation measures.

- Periodically, we will perform health and safety risk assessments to identify operational risks and opportunities;

- We will establish a robust governance structure to review incidents, conduct investigations, and proactively reinforce actions to prevent their occurrence or recurrence;
- As needed, we will ensure that appropriate medical assistance is available to all personnel working within our campuses;
- We will maintain health and safety management systems at the location level, aligning them with the ISO 45001 and OHSAS 18001:2007 standards at all our premises.;
- We will take suitable measures to prevent workplace injuries and illnesses and provide employees with a safe, healthy, and hygienic working environment. We will continuously adapt our practices to align with societal care standards;
- We will identify and adhere to relevant health and safety regulations and other requirements to which we are committed;
- Conduct mock drills to ensure that all employees and workers are aware of safety evacuation procedures and know how and when to evacuate the premises; and
- We will promote employee involvement through feedback and consultation, offering both generic and role-specific training to enhance health and safety performance.

Reporting

All safety and health-related metrics shall be recorded and transparently reported as per the leading global frameworks.

Review and Amendment

This policy will be periodically reviewed and accordingly undergo an annual review to ensure its alignment with any new or evolving regulations.