

# Promoting Health and Safety

We at Amara Raja are committed to providing our employees with a healthy and safe working environment.

The responsibility of ensuring this healthy and safe working environment rests equally with the employees and those entrusted to manage them and their work environments.

Health and safety other than being a matter of technology and plant layouts and processes is more a result of a positive mindset and attitude. Every industry is fraught with unsafe and unhealthy processes and work practices inherent to the manufacturing processes.

Therefore, it is imperative that we follow some simple rules in making our workplaces healthy and safe;

## Some of them are;

- Thoroughly and carefully understand the processes and the unsafe, dangerous and unhealthy aspects of the manufacturing processes and environment in which you and your teams operate and work.
- Remember that the safety and health of yourself and those around you depends on your understanding and practice of the safety rules of the company.
- Attend and attentively participate in safety training programs. Practice what you learn.

## The following acts would constitute a breach of ethics under this chapter;

- Not reporting and / or ignoring dangerous occurrences or technical snags and equipment failure that could lead to an unsafe condition affecting lives and property.
- Deliberately or callously ignoring or bypassing safety procedures and Standard Operating Procedures.
- Reporting for duty under the influence of alcohol or drugs and substances that render you incapable of performing your normal duties and thereby compromising on the safety of lives plant and machinery.
- Not using or preventing others from using safety equipment and gadgets provided by the company.
- Preferring to ignore or turn a blind eye to acts and practices that could result in an unsafe condition.
- Creating short cuts in work methods, bypassing safety nets and locks to expedite work and thereby resulting in an unsafe condition.
- Not attending training sessions, classes and practicals whenever announced.
- Not briefing or training your team members adequately and clearly about the dangers and unsafe conditions they might encounter in the course of dispensing their duties.
- Forcing or coercing employees to by pass safety procedures to expedite work to meet production targets and deadlines.
- Not reporting, recording and highlighting hazardous incidents as required under the rules of the Company and the law of the land.