

Occupational Health and Safety Policy

IKIO Lighting Limited (hereinafter referred as 'IKIO' or 'Company') believes that everyone has the right to a safe working environment. The Company is committed to provide a safe and healthy workplace to all its employees and workers across its operations.

Scope

This policy is applicable to all its business units and offices. It also applies to the employees, workers, contractors, and visitors, as appropriate.

Objectives

The Company shall endeavor to ensure good health and safe work practices by:

1. Complying with all applicable legal, and other regulatory requirements, and conducting our business with the goal of 'Zero Injury' in the workplace.
2. Adopting and complying with international standards such as OHS management systems (ISO 45001) at all our facilities, while taking necessary steps to ensure continual improvement.
3. Setting up quantitative targets for improving the safety performance.
4. Consultation with the workforce directly or indirectly through their representatives, in development, implementation, and evaluation of the occupational health and safety management system in order to improve the health and safety mechanisms and measures.
5. Enhancing our health and safety standards and procedures for preventing and mitigating any potential emergency situations.
6. Providing a healthy and safe workplace by identifying, assessing, and minimizing health and safety risks by effective risk control measures.
7. Taking precautionary measures to effectively manage installation of machinery and hazardous processes.
8. Analyzing all safety-related incidents, investigating the root cause thereof and taking necessary corrective actions by developing time bound actions plans.
9. Conducting internal assessments and external audits based on ISO 45001 (Occupational Health and Safety Management System) to safeguard health and well-being of all the employees and workers on a regular frequency.
10. Providing access to all the employees to necessary medical facilities.
11. Raising awareness among all employees and workers regarding occupational health and safety through trainings, and skill development on aspects such as first aid, fire prevention, accident prevention and all other necessary protocols and mechanisms.
12. Communicating regularly about relevant occupational health and safety topics to all stakeholders.

Responsibilities

Implementation of occupational health and safety policy at each of the plants is overseen by respective unit heads. Further, safety committees have been set up at each of the plants to regularly monitor the health and safety for all the employees and workers.

The contractors and sub-contractors shall ensure that all necessary safety measures are taken and safe working conditions are provided to their employees and workers.

Policy Implementation and Review

This Policy was approved by the Board of Directors of IKIO at its meeting held on 24th May 2024 and will review from time to time as required.

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Date: 24-May-2024.

Place: Noida

Reviewed By

Approved By

HR (Executive)

Corporate Head (HR & Admin)

