

## HEALTH SAFETY & ENVIROMENT POLICY

JSE MULTI SKILLED PVT LTD is committed to achievement and maintenance of high standards of Health, Safety & Environment (HSE) all its plants.

The Company's HSE Policy, incorporating approach to safety, management control, accident/incident reporting and investigations, duties and responsibilities of personnel etc., is based on the fundamental premise that all work-related injuries and illnesses are avoidable. The Company believes that the responsibility of ensuring the Health and Safety of employees, contractors and members of public is the highest priority. The Company's HSE Policy rest on raising the awareness on HSE-related issues amongst its personnel and associates. With a view to assess the level of such awareness, the Company conducts thorough internal HSE audits at all plants and offices annually and award trophy to top-rated establishment. The internal audits are conducted by members of senior management of the Company and evaluations are based on qualitative and quantitative HSE parameters. To enhance competency knowledge base and skill base, the Company conducts training of its employees throughout the year. This includes

- Induction training
- Defensive driving techniques and Road safety
- Operational safety base training

### Environmental Protection

JSE Multi Skilled Pvt Ltd is firmly committed to protect environment and prevent pollution within its plants and surrounding areas. Following Initiatives are rigorously taken at each of the operational plants:

- Using industrial waste products such as fly ash, blast-furnace slag, silica fume, etc. as part replacement of cement in concrete, thereby rendering help in preserving natural resources on the one hand and reducing in green-house gas emissions (CO<sub>2</sub>, NO<sub>x</sub>) resulting from the production of cement, on the other
- Employing Dust Collector systems and continuous sprinkling of water for preventing air pollution at plants
- Monitoring of PUC of all vehicles and DG exhausts
- Monitoring of air, water, and noise pollution by competent agencies
- Adopting suitable techniques to recover and recycle returned material and water from truck washing
- Disposing off waste materials through approved agencies.
- Tree plantation in plants and nearby areas.

### HSE Promotional Activities

For enhancing awareness and knowledge about the HSE parameters within its employees and contractors, the Company undertakes training programs throughout the year. Further, HSE promotional activities such as observance of Road Safety Day, National Safety Week, Environment Day and RMC Lock-off and Machine Safety Day are conducted on a regular basis at each location. The Company publishes a bilingual HSE Bulletin "Surkasha Sandesh" at periodic interval and circulates it amongst all personnel and associates. This has proved to be an effective communication link which helps in sharing knowledge and good practices initiated in different plants and locations.

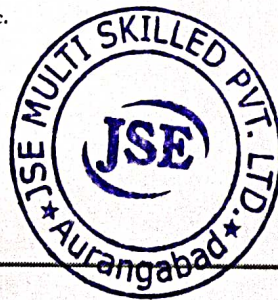
### Health-related Initiatives

JSE Multi Skilled Pvt Ltd believes that healthy lifestyle and hygienic working conditions are conducive to improvement in productivity of its employees and associates. Some of the important initiatives taken by the Company in this respect include:

- Pre-employment medical check-ups of all new entrants
- Periodical medical check-ups of employees
- Arrangement of first aid facilities at all work locations
- Arrangement of clean and hygienic working conditions in the work environments
- Providing potable and clean water at all work locations
- Provision of Personnel Protective equipment's to all the employees.
- Arrangement of Dust Control Measures at plants to reduce air pollution
- Awareness campaigns on fatal diseases like AIDS, blood pressure, diabetic, etc.
- Provision of fire-fighting arrangements at all the work locations

For Jse Multi Skilled Pvt Ltd

Director



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