



J B NERLIKAR & ASSOCIATES
CONSTRUCTION MANAGEMENT & COMPLIANCE

Health, Safety, and Environment (HSE) Policy

For

M/s. J B NERLIKAR & ASSOCIATES
in India

For J B Nerlikar & Associates

Proprietor

Register Office-C5/4 ABOLI BUILDING HDFC COLONY,'G' BLOCK M.I.D.C. SHAHUNAGAR CHINCHWAD PUNE 411019

GSTN Registration Number: 27ABQPN0046G2ZL

Works- D102, World of Mother, Next to Jai Ganesh Vision, Akurdi-Pune 411035

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1. Introduction at M/s. J B NERLIKAR & ASSOCIATES, we are committed to maintaining the highest standards of health, safety, and environmental protection.

This HSE policy outlines our commitment to ensuring the well-being of our employees, contractors, and the communities in which we operate, while also minimizing our environmental footprint.

2. Purpose The purpose of this policy is to: Provide a safe and healthy working environment for all employees and contractors.

Ensure compliance with all applicable health, safety, and environmental laws and regulations in India.

Promote a culture of safety and environmental responsibility within the organization.

3. Scope This policy applies to all employees, contractors, visitors, and operations under the control of M/s. J B NERLIKAR & ASSOCIATES within India.

4. Health and Safety Commitment

4.1 Employee Health and Safety:

Conduct regular risk assessments to identify potential hazards and implement appropriate control measures.

Provide on-going health and safety training to all employees.

Ensure that all employees have access to necessary personal protective equipment (PPE) and are trained in its proper use.

Establish and maintain emergency preparedness and response procedures. Promote a culture of safety through communication, training, and leadership.

4.2 Incident Reporting and Investigation:

Encourage the prompt reporting of all accidents, incidents, and near-misses.

Conduct thorough investigations of all incidents to identify root causes and prevent recurrence.

Maintain accurate records of all incidents and corrective actions taken.

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4.3 Workplace Safety:

Ensure that all equipment and machinery are regularly inspected and maintained.
Implement safe work procedures and practices for all operations.

Regularly review and update safety policies and procedures to reflect current best practices and legal requirements.

5. Environmental Commitment

5.1 Environmental Protection:

Conduct environmental impact assessments for all projects and activities. Implement measures to minimize waste, emissions, and environmental pollution.

Promote the efficient use of resources, including energy and water.

Ensure proper disposal of hazardous materials and waste in compliance with environmental regulations.

5.2 Sustainable Practices:

Promote sustainability initiatives within the organization, such as recycling programs and energy efficient practices.

Encourage the use of environmentally friendly materials and technologies.

Engage with stakeholders to promote environmental awareness and responsibility.

6. Compliance and Continuous Improvement

6.1 Legal Compliance: Ensure compliance with all applicable health, safety, and environmental laws and regulations in India.

Stay informed about changes to laws and regulations and update policies and practices accordingly.

6.2 Continuous Improvement:

Regularly review and assess the effectiveness of the HSE management system.

Set measurable HSE performance goals and objectives.

Encourage employee participation in HSE programs and initiatives.

Foster a culture of continuous improvement through regular training, audits, and feedback.

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7. Responsibilities

7.1 Management: Provide leadership and resources necessary to implement and maintain this HSE policy.

Ensure that all employees understand and comply with the HSE policy and procedures.

7.2 Employees: Follow all HSE policies, procedures, and guidelines.

Report any hazards, incidents, or near-misses to their supervisor. Participate in HSE training programs and initiatives.

7.3 Contractors and Visitors: Adhere to M/s. J B NERLIKAR & ASSOCIATES HSE policies and procedures while on company premises.

Ensure that their activities do not compromise the health, safety, or environment.

8. Communication and Training

Communicate the HSE policy to all employees, contractors, and relevant stakeholders.

Provide regular HSE training and awareness programs. Display the HSE policy prominently in the workplace.

9. Review and Revision This HSE policy will be reviewed annually and updated as necessary to reflect changes in laws, regulations, and company practices.

Approved by:

For J B Nerlikar & Associates

Jitendra B Nerlikar

Proprietor

07th April 2024

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