

# VINAY ENGINEERING WORKS

E-15/23, MIDC Chikalthana, Aurangabad - 431 006

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## Health, Safety, and Environmental (HSE) Policy

*VINAY ENGINEERING WORKS is committed to the safety of employees and the general public. We recognize that providing and integrating a sound environmental, health and safety program into our business is key to our success.*

It is our policy to:

- Comply with all pertinent environmental and safety laws, rules and regulations, not just because it is legally required, but also because we believe it is the responsible way to conduct our business;
- Set HSE targets and goals annually to measure our performance, to achieve superior results and to continually improve;
- Provide education and training to our company's employees in order for them to have the Knowledge, skills, and understanding to perform their responsibilities and duties at the Highest level;
- Routinely review and verify performance with audits, evaluations and other quality assurance and quality control methods;
- Empower and expect employees to promptly report noncompliance or unsafe conditions and to take immediate action to prevent injuries or environmental accidents;
- Provide relevant safety and health information to company's employee and require them to provide proper training for the safe, environmentally sound performance of their work;
- Promote a positive HSE culture within our organisation through effective communication, participation and consultation with employees in the workplace;
- Implement regular health surveillance and risk-based monitoring of all employees;
- Provide the necessary training to ensure that all employees are aware of their roles and responsibilities regarding HSE

*As a condition of employment, all employees are required to comply with all safety- and environmental-related rules and regulations. Each employee understands that they are individually responsible for their own safety and the safety of those around them.*

*Violation of this policy will be cause for disciplinary action up to and including termination of employment.*

VASANT D.DHAMNE  
PROPRIETOR