



# HEALTH & SAFETY POLICY

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Page 1 of 1

**CEV Engineering Pvt. Ltd.** recognizes that the health, safety, and well-being of our employees, contractors, and stakeholders are fundamental to our operational excellence, long-term business resilience, and sustainable growth. We are committed to providing a safe working environment, preventing workplace injuries and illnesses, and fostering a culture of continuous improvement in health and safety performance.

This policy applies to all facilities and value chain activities carried out by **CEV Engineering Pvt. Ltd.**, including employees, contractors, and key suppliers.

## Our Commitments

CEV Engineering Pvt. Ltd. is committed to:

- Identifying and assessing health and safety risks across all operational and project locations.
- Complying with national & international occupational health and safety regulations, industry standards, and best practices.
- Providing adequate and well-maintained personal protective equipment (PPE) to all relevant personnel.
- Conducting regular workplace inspections, hazard identification, and risk assessments.
- Implementing preventive and corrective measures following the hierarchy of controls (eliminate → substitute → engineer → administrate → protect).
- Delivering regular health and safety training programs to employees, contractors, and visitors.
- Encouraging open reporting of near-misses, unsafe acts, and incidents without fear of reprisal.

## Our Targets

- Achieve a Zero work-related accidents.
- Train 100% of employees and contractors on job-specific safety procedures and emergency response by 2026.
- Conduct a minimum of two safety drills per site per year starting from 2024.

## Implementation Measures

- Establish site-level safety committees to monitor compliance and address safety concerns.
- Maintain updated emergency preparedness and response plans.
- Introduce digital tools for incident reporting, risk assessment, and performance tracking.
- Conduct third-party safety audits every two years to ensure continual improvement.

## Review & Communication

This policy will be reviewed annually and updated as necessary to align with regulatory changes, industry best practices, and organizational goals. All updates will be communicated to relevant internal and external stakeholders.

**Effective Date: 02.01.2024**

**Young Jin Kim**  
**Managing Director**