

PRISM JOHNSON LIMITED

CIN: L26942TG1992PLC014033

Registered Office: 305, Laxmi Niwas Apartments, Ameerpet, Hyderabad – 500 016.

Corporate Office: “Rahejas”, Main Avenue, V. P. Road, Santacruz (West), Mumbai – 400 054.

Dated: January 29, 2024

OCCUPATIONAL, HEALTH AND SAFETY POLICY

INTRODUCTION AND PURPOSE

The purpose of this Occupational, Health and Safety (OHS) policy is to establish Prism Johnson Limited (PJL)'s commitment to providing a safe and healthy work environment for its employees, contractors, visitors and all concerned parties. The policy outlines the Organization's commitment towards Zero harm and continuous improvement of OHS management system performance while setting out guidelines for employees, contractors, visitors and other concerned parties, on identifying and controlling workplace hazards, preventing workplace injuries and illnesses.

OBJECTIVE

- To identify and assess workplace hazards and implement appropriate controls to eliminate risks
- To prevent workplace accidents, injuries, and illnesses
- To establish clear roles and responsibilities for OHS within the organization
- To provide employees with OHS training and education to help them work safely and avoid hazards
- To continuously improve the organization's OHS performance through monitoring, evaluation, and review as per policy revision clause.
- To create a culture of safety within the organization by promoting good safety behaviour, awareness, and communication

1. SCOPE

This policy applies to all stakeholders of PJL including:

- All employees & contractors of PJL and its divisions
- Visitors

2. POLICY

PJL is committed to providing a safe working environment for its employees, visitors and all concerned parties. Prevention of occupational injuries and illness is the organization's top priority.

3. ACTIONS & PROCEDURES

To achieve the goal of “Zero Harm” PJL shall -

- Undertake risk assessments to identify safety risks in operations and formulate corresponding mitigation plans
- Undertake capacity building, awareness sessions and training to promote good safety behaviour
- Involve all relevant interested parties and unions including workers in consultation and participation
- Set objectives, targets, priorities and action plans for Health and Safety systems
- Hold all levels of management accountable for Health and Safety matters in their area of responsibility

4. ROLES & RESPONSIBILITIES

Employees are expected to comply with this and all other applicable PJI policies. Any violation of this policy or related complaints can be reported to compliance@prismjohnson.in.

5. POLICY REVISION

We will continue to review and update the OHS policy to ensure that it remains relevant and effective.

6. POLICY ENDORSEMENT

The Executive Committee is the highest body responsible for reviewing and overseeing the implementation of the policy.