



Occupational Health, Safety & Environment Policy

1. Purpose

This policy establishes the guiding principles for managing health, safety, and environmental (HSE) responsibilities across all operations of Shraddha Utilities Pvt. Ltd. It aims to prevent work-related injuries, safeguard environmental resources, and promote a culture of safe and sustainable practices.

2. Scope

This policy applies to:

- All SUPL employees, contract staff, and trainees
- All workplaces, project sites, and client premises where SUPL operates
- All suppliers, vendors, subcontractors, and visitors engaged in SUPL activities

3. Policy Statement

SUPL is fully committed to:

- **Zero harm to people, property, and the environment**
- Compliance with **all applicable HSE laws, rules, and industry best practices**
- Creating a safe, healthy, and environmentally responsible work culture
- Empowering all employees to take ownership of HSE in their roles

4. Health & Safety Commitments

SUPL shall:

- Conduct **risk assessments** for all critical tasks and workplaces
- Eliminate or control hazards through **engineering controls, PPE, and training**
- Maintain **emergency preparedness**, including fire, electrical, and first aid response
- Ensure **medical fitness** and **occupational health surveillance** of employees
- Promote **mental and physical well-being** through wellness programs
- Investigate and learn from all incidents, near-misses, and unsafe acts

5. Environmental Commitments

SUPL is committed to:

- Minimizing **emissions, effluents, and waste**
- Promoting **energy conservation and resource efficiency**

- Using **eco-friendly materials and technologies** wherever possible
- Preventing **pollution of air, water, and soil** through operational controls
- Protecting **biodiversity** and **natural habitats** near project sites
- Complying with **environmental regulations** (e.g., CPCB, SPCB, MoEF guidelines)

6. Responsibilities

Role	Responsibility
Management	Provide leadership, resources, and oversight of HSE systems
HSE Team	Develop HSE procedures, conduct audits, monitor compliance
Supervisors/Engineers	Implement safety protocols on-site and ensure worker adherence
Employees/Workers	Follow HSE rules, report unsafe conditions, and use PPE
Vendors/Subcontractors	Comply with SUPL HSE standards and site-specific guidelines

7. Training & Awareness

SUPL will:


- Conduct **induction safety training** for all new hires and visitors
- Organize **periodic safety drills**, toolbox talks, and refresher programs
- Build a safety culture through **continuous learning and engagement**

8. Monitoring and Review

- Safety performance shall be monitored using **KPIs** such as incident rates, audit findings, and compliance reports
- The policy shall be reviewed **annually** or post any major incident/regulatory update
- HSE audits, inspections, and **management reviews** will be conducted regularly

9. Compliance and Enforcement

- Violations of this policy may lead to disciplinary action, including suspension of work

- SUPL encourages **reporting of unsafe conditions** without fear of retaliation
- HSE observations can be reported via:
 supl@shraddhagroups.com or via HSE logbook at each project site

10. Policy Communication

- This policy is displayed prominently at all offices and project sites
- It is shared with all employees, contractors, and stakeholders via onboarding, training, and email communication