



THERMAX OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT POLICY

Thermax values human life and believes all injuries are preventable.

We are committed to conducting all our operations in a manner that ensures the safety of our employees, contractors, workmen, visitors, local public and the environment. This responsibility starts with each one of us.

We will:

- Develop, implement and maintain management standards, systems and processes to exceed compliance with statutory requirements and industry standards.
- Identify, assess and eliminate Occupational Health, Safety and Environment (OHSE) hazards and risks.
- Minimise the adverse impact of our activities on the environment and risks to the community because of pollution.
- Provide adequate training to employees and engage them to achieve OHSE performance goals.
- Provide a safe and healthy work environment for all employees and workmen.
- Integrate OHSE considerations in the work activities.
- Commit to continual improvement in our OHSE performance by setting targets, conducting periodic reviews and taking appropriate actions.
- Encourage our vendors, customers, contractors and partners to commit themselves to OHSE management and support us to improve OHSE performance.

We fully support the behavior and actions that uphold our OHSE commitments and our goal is to **“create a safe and sustainable workplace”**.

September 1, 2020

OHSE Policy/Revision/03

Ashish Bhandari
Managing Director & CEO