



W-183, MIDC Pawane, Road no-13,
Navi Mumbai-400705



**Wellchem
Laboratories**

SAFETY, HEALTH AND ENVIRONMENTAL POLICY

Document Control

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Approved By	Kishore Mody, Partner
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1. Objective

This policy:

- shows the commitment of Wellchem Laboratories' management and workers to health and safety
- aims to remove or reduce the risks to the health, safety and welfare of all workers, contractors and visitors, and anyone else as well as damage to environment that may be affected by our business operations
- aims to ensure all work activities are done safely

2. Responsibilities

- Ensure that management accepts full responsibility for protecting workers and the environment.
- Give health, safety and environmental considerations equal status with the Company's other business objectives and integrate them into all aspects of our work.
- Work actively to continuously improve health, safety and environmental performance.
- Only start work after confirming that essential health, safety and environmental protection systems are in place, and willingly suspend activities if safety, health or the protection of the environment would be compromised.
- Encourage supervisors and workers (employees and contractors) to be individually responsible for identifying and eliminating hazards, preventing injury to themselves and others, and preventing adverse environmental impacts.
- Provide personnel with sufficient training, resources and systems periodically
- Conduct Safety Committee meetings on a periodic basis including management and plant supervisors
- Provide and maintain properly engineered facilities, plants and equipment.
 - Perform periodic pressure tests on the equipment
 - Adequate change control procedures to review and inspect new equipment
 - Periodic safety inspections of the plant for Housekeeping, Electrical equipments, process equipments, etc.
- Minimize waste generation, air emissions and other discharges from our activities to the environment.
- Actively monitor, audit and review to improve systems, processes, health, safety and environmental performance.
- As a minimum, ensure regulatory compliance at all times.
- Hold contractors and third parties accountable for adhering to the Company's health, safety and environmental policy and audit contractor systems and procedures to ensure satisfactory health, safety and environmental performance
- Hold plant supervisors accountable for ensuring and promoting a safe and healthful workplace and the protection of the environment within their areas of responsibility by ensuring that workers are knowledgeable and have access to
 - health, safety and environment rules and safe work standards



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- operating and critical task procedures
 - emergency response procedures
 - environmental protection requirements
 - Sufficient training on hazards, safety measures and first aid during an emergency
- Hold workers at all levels accountable for being fit for work at the beginning and throughout their shifts and when on call
- Develop, implement and manage a system of accountability for health, safety and environment roles and responsibilities at all levels of the company.
- Inform employees and contractors of this policy, and make it available at all Company worksites
- Implement emergency procedures and protocols in the event of a disaster
- Every effort should be made to keep the work-place clean and tidy as it is an essential requirement for safe and healthy working.
- Hold workers at all levels accountable about reporting all injuries, accidents, near miss accidents and incidents endangering environment and ensure thorough investigation.

We firmly believe responsibility for application of this policy rests with management, employees and contractors associated with our Company