

# OCCUPATIONAL HEALTH & SAFETY POLICY

## Statement

At Fourth Partner Energy Pvt. Ltd. (hereinafter referred to as “FPEL”), we are committed to ensuring the health, safety, and well-being of our employees, contractors, visitors, and the communities in which we operate. We recognize that a safe and healthy work environment is vital for the sustainable growth and success of our company. We are dedicated to implementing and maintaining an effective Occupational Health and Safety (OHS) management system that complies with applicable laws, regulations, and industry standards.

## Scope

The policy applies to all employees, contractors, subcontractors working or engaged by FPEL across all our projects and facilities.

## Objective

The objectives of our occupational health & safety policy are as follows:

1. Ensure Compliance with all applicable national, state, and local statutory obligations pertaining to occupational health and safety (OHS) and other codes of practice requirements that concern OHS and confirm to Good International Industry Practices (GIIP) such as IFC performance standards, the World Bank Group General and relevant Sector guidelines and the Asian Development Bank (ADB) Safeguard Policy Statement.
2. Prevent workplace injuries and illnesses through hazard identification, mitigation, and the promotion of safe work practices to achieve a zero accident.
3. Establish mechanisms for grievance redressal and encourage reporting of OHS incidents, ensuring confidentiality and prompt action.
4. Manage and control occupational health and safety risks through proactive risk management strategies and the implementation of appropriate control measures.
5. Foster a culture of consultation, participation, and open communication regarding occupational health and safety matters.
6. Continuously improve the OHS management system and performance through the establishment of measurable objectives, regular monitoring, and review.
7. Establish and maintain emergency preparedness and response procedures to effectively respond to potential accidents, incidents, or emergencies.
8. Integrate occupational health and safety considerations into our operations, ensuring the protection of the environment and the health of the workforce.

This OHS Policy represents our commitment to creating a safe and healthy work environment for all individuals associated with FPEL. We believe that by prioritizing the well-being of our employees, contractors, and communities, we can achieve our business objectives while contributing to a sustainable future.



**(Vivek Subramanian)**  
Executive Director

**Date: July 31, 2023**