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	CARRIER WHEELS PVT. LTD. **OCCUPATIONAL HEALTH AND SAFETY POLICY**	Doc. No.:	CWPL/PLC/LHR/03
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Contents

1. PURPOSE 2
2. SCOPE & APPLICABILITY 2
3. POLICY COMMITMENT 2
4. ROLES & RESPONSIBILITIES 2
5. HAZARD IDENTIFICATION & RISK CONTROL 2
6. SAFE WORK PRACTICES & PPE 3
7. TRAINING & AWARENESS 3
8. INCIDENT, ACCIDENT & NEAR-MISS REPORTING 3
9. EMERGENCY PREPAREDNESS & RESPONSE 3
10. OCCUPATIONAL HEALTH & MEDICAL SURVEILLANCE 4
11. CONTRACTOR & VISITOR SAFETY 4
12. COMPLIANCE & LEGAL REQUIREMENTS 4
13. REPORTING & NON-RETALIATION 4
14. MONITORING & CONTINUAL IMPROVEMENT 4
15. AWARENESS & COMMUNICATION 4
16. APPROVAL & EFFECTIVE DATE 5

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1. PURPOSE

Carrier Wheels Pvt. Ltd. ("CWPL") is committed to providing a safe and healthy working environment for all employees, contractors, visitors, and other persons affected by its operations.

This Policy establishes CWPL's commitment to prevent work-related injuries, illnesses, and incidents through effective health and safety management.

2. SCOPE & APPLICABILITY

This Policy applies to:

- All employees (permanent, probationary, contractual, temporary)
- Trainees, apprentices, and associates
- Contractors, visitors, and any individual present at CWPL premises

Compliance with this Policy is mandatory.

3. POLICY COMMITMENT

CWPL commits to:

- Providing safe and healthy working conditions
- Preventing accidents, injuries, and occupational illnesses
- Complying with applicable occupational health & safety laws
- Continually improving OHS performance

4. ROLES & RESPONSIBILITIES

Management shall:

- Provide leadership, resources, and oversight for OHS
- Ensure implementation of safety procedures and controls
- Promote a strong safety culture

Employees shall:

- Follow safety rules and procedures
- Use prescribed Personal Protective Equipment (PPE)
- Report unsafe conditions, incidents, and near misses
- Cooperate in safety training and drills

5. HAZARD IDENTIFICATION & RISK CONTROL

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CWPL ensures:

- Identification of workplace hazards
- Assessment of risks associated with activities and equipment
- Implementation of control measures to eliminate or reduce risks
- Periodic review of risk assessments

6. SAFE WORK PRACTICES & PPE

CWPL provides:

- Safe work instructions and procedures
- Appropriate PPE for relevant activities
- Training on correct use of PPE

Use of PPE is mandatory where required.

7. TRAINING & AWARENESS

CWPL conducts:

- Health & safety induction training
- Periodic safety training and toolbox talks
- Emergency preparedness training

Training records are maintained as evidence of compliance.

8. INCIDENT, ACCIDENT & NEAR-MISS REPORTING

CWPL maintains a system to:

- Report accidents, injuries, and near misses
- Investigate incidents to identify root causes
- Implement corrective and preventive actions

All incidents must be reported promptly.

9. EMERGENCY PREPAREDNESS & RESPONSE

CWPL has established:

- Emergency response procedures (fire, medical, evacuation)
- Clearly marked emergency exits and assembly points
- Periodic mock drills and emergency training

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Employees must familiarize themselves with emergency procedures.

10. OCCUPATIONAL HEALTH & MEDICAL SURVEILLANCE

CWPL provides:

- Pre-employment and periodic medical check-ups, where applicable
- First-aid facilities and trained first-aiders
- Access to medical support during emergencies

11. CONTRACTOR & VISITOR SAFETY

CWPL ensures that:

- Contractors and visitors follow applicable safety rules
- Safety instructions are communicated prior to site access
- PPE is provided or enforced where necessary

12. COMPLIANCE & LEGAL REQUIREMENTS

CWPL complies with:

- Applicable occupational health & safety laws
- Factory Act and related regulations
- ISO 45001 requirements, where applicable

13. REPORTING & NON-RETALIATION

Employees are encouraged to report:

- Unsafe conditions
- Safety violations
- Health concerns

CWPL prohibits retaliation against individuals reporting safety concerns in good faith.

14. MONITORING & CONTINUAL IMPROVEMENT

CWPL:

- Monitors OHS performance through inspections and audits
- Reviews incidents and safety metrics
- Implements continual improvement measures

15. AWARENESS & COMMUNICATION

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- This Policy shall be communicated to all employees
- Displayed at prominent locations
- Reviewed periodically

16. APPROVAL & EFFECTIVE DATE

This Occupational Health & Safety Policy is approved by the Management of Carrier Wheels Pvt. Ltd. and is effective from the date of issue.

	Name/Designation	Signature	Remarks for Revision
Prepared By:	Amit Saroha Deputy Manager		
Approved by:	Apoorva Jain Director		

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