



NOCIL'S POLICY ON HEALTH, SAFETY AND ENVIRONMENTAL CONSERVATION



It is the policy of NOCIL LTD. to conduct its activities in such a way as to take the foremost account of the Health and Safety of its employees and of other persons working in its plants, to give due regard to the conservation of the environment and to comply with all the relevant statutory requirements

NOCIL attaches high priority to this policy, which is equally important as other primary business objectives and its commitment to Health & Safety shall be part of the Annual Report.

The following key points are fundamental to the general health, safety and environmental conservation policy. Every employee should be familiar with them and should support them.

1. All accidents and damage to health should be prevented. The employee, at every level is responsible for the observance of the measures designed to prevent accidents, damage to health and avoidable environmental pollution.
2. All employees must ensure that they work with due regard for their own safety and health, and that of others and integrate health & safety in all decisions including those dealing with procurement & recruitment. Their attitude to safety will be a factor in determining their career advancement. They should do their best to minimise environmental pollution.
3. Guidelines and procedures with regard to safety, health and environment are of great importance. Every employee should know and follow them.
4. Training, information and communication are essential elements in meeting safety, health and environmental objectives. To this end, NOCIL provides training as well as channels of communication at every level in the organisation (e.g. the Central Safety Committee, Department Safety Meetings, Department Safety Plans, Safety Newsletters, Safety Observers and Safety Week etc.).
5. NOCIL uses its best endeavors to ensure that contractors working on its behalf do so whilst maintaining satisfactory health, safety and environmental standards.
6. All injuries, accidents, near miss accidents and incidents endangering environment must be reported and thoroughly investigated. Health and Hygiene Audit, and Safety and Environmental Audits form important tools in maintaining high health standards, improving safety performance and environmental control.
7. Every effort should be made to keep the work-place clean and tidy as it is an essential requirement for safe and healthy working.
8. Every effort should be made to provide products, together with practical advice on their application, which will not cause injury to health or have undue impact on the environment when used in accordance with this advice.
9. Full account should be taken of health, safety and environmental aspects when developing plans for existing as well as new activities.

It is my conviction that the above Policy and key points are of equal benefit to the individual employee and to NOCIL as a Company.

AUGUST 1, 2014

**S.R.DEO
EXECUTIVE DIRECTOR**