



## **Gati Ltd**

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## **Health and Safety Policy**



## **Commitment**

Gati Ltd (hereby referred to as “GATI”/ “The Company”) is committed to provide a healthy and safe workplace for all stakeholders. Managing Health and Safety issues forms an essential component of our business strategy, and we strive towards becoming a leader in safety excellence and aim to set a benchmark for the logistics industry. We seek to not only meet but also exceed the standards set by legal and regulatory requirements.

## **Objectives of the policy**

This policy conveys our approach to integrate safety standards in our business processes, and our aim to identify, manage and mitigate health and safety threats. The aim of this policy is to:

- Strengthen GATI Health and Safety program by setting up a robust governance mechanism to manage its impact.
- Engage with all relevant stakeholders to identify, categorize and effectively manage the impact of our Health and Safety policy on them, and their expectations from us on a continual basis.
- Acting ethically and transparently in compliance with all applicable statutory laws and regulations.
- Formulating and establishing systems and controls to manage the Health and Safety impact of business activities across the value chain.
- Implementing mechanisms to achieve a nurturing, healthy and safe working environment for employees.
- Develop effective and operative mechanisms to monitor and report on health and safety performance on a regular basis.

## **Scope and Applicability**

This policy is applicable to all of GATI business operations, facilities, offices, branches, and warehouses in which the businesses have operational and/or financial control. It is communicated to all stakeholders in their local language and in a manner that is understood by all.

## **Policy Statement**

The Health and Safety policy of GATI guides the effort to manage the health and safety impact and continuous improvement in health and safety performance. We endeavor to continually improve our Health and Safety management system and enhance its performance with a commitment to the following:



## Health and Safety

- Identify and categorize occupational health issues and safety hazards, evaluate its impact on our business and decide the goals, targets, priorities, and action plan to mitigate its impact.
- Conducting business activities, with zero injury to employees, sub-contractors and third party organizations, each year.
- Providing a work environment, which minimizes the health risk of various stakeholders.
- Ensuring the protection of employees and safe operations of the equipment/ machinery by planning and carrying out risk assessment studies and safety audits.
- Periodic medical check-ups for employees.
- Medical insurance covering employees and their families.
- Providing quality and hygienic food to employees.
- Setting up Health and Safety key performance indicators and performance matrix for safety excellence, monitoring its progress and continually improving performance standards on Health and Safety.
- Ensure compliance with applicable health and safety regulations and minimize health and safety issues at all offices and locations.
- Implement Health and Safety management systems and standard operating procedures to reduce health and safety risks, eliminate hazards and injuries, and take necessary corrective actions.

## Training

- Empower employees with appropriate training, retraining and capacity building on health and safety, and emergency preparedness.

## Compliance

- Fulfil all applicable legal requirements, its compliance obligations, and other requirements.
- Ensure the accessibility of information and of essential resources by regular monitoring, auditing and refining health and safety objectives, and targets.

We shall continually improve the suitability, adequacy and effectiveness of the Health and Safety management system to:

- Enhance health and safety performance.
- Promote a culture that supports a Health and Safety Management system.
- Promote the participation of workers in implementing actions for the continual improvement of the Health and Safety Management system.
- Communicate the relevant results of continual improvement to employees, and, where they exist, employee's representatives.
- Maintain and retain documented information as evidence of continual improvement.



### Implementation

For the effective implementation of the Health and Safety policy, we shall:

- Follow the plan-do-check-analysis (PDCA) approach and set health and safety objectives, goals, and targets.
- Develop, implement, manage, and monitor management standard operating procedures, systems, and processes and achieve relevant compliance as per industry standards and regulatory requirements.
- Commit to conduct regular audits to identify opportunities and ways to reduce health and safety risks.
- Commit to reviewing Health and Safety policy and its management plan periodically.
- Create awareness on Health and Safety practices and communicate health and safety commitment and performance among our employees and relevant stakeholders periodically.

Formulate a robust governance structure to follow Health and Safety policy as follows:



Version	Effective Date	Description of changes
Version 1.0	(date)	Adoption of Policy on March 31, 2023 by the Board through a Resolution passed by Circulation.