

Occupational Health & Safety Policy

THCM is fully committed to ensuring the Occupational Health and Safety (OH&S) of all its stakeholders that includes direct as well as indirect employees, trainees, customers, visitors and all other persons directly or indirectly affected by its operations or use of its products and services.

This commitment is towards not only complying with all applicable OH&S legal requirements, but also prevention of injuries and ill health and striving to achieve excellence in Health and Safety practices through a process of continual improvement.

THCM management at all levels shall take prime responsibility and accountability towards OH&S performance and improvement.

Every employee shall understand that it is their duty to work in a safe manner so as not to endanger himself / herself or his/her colleagues at work.

The management and the employees shall jointly work towards:

- a) Creating a culture of health and safety
- b) Preventing occupational injuries and ill health
- c) Maintaining a safe & healthy working environment
- d) Proactively evaluating risks of occupational health and injury and their elimination
- e) Ensuring proper maintenance and housekeeping to avoid unsafe conditions
- f) Promoting Safety Standards to eliminate, minimise and control the risk
- g) Ensuring that jobs are performed by trained personnel
- h) Active participation in OH&S performance improvement initiatives
- i) Persuading employees, contractors and visitors to follow safe work procedures and issuing appropriate guidelines
- j) Elimination of health and safety risks associated with products & services
- k) Setting safety and health standards for vendors, contractors and service providers, monitoring the same and supporting them in continual improvement of OHS performance

THCM shall establish appropriate governance structure for the Company's Health and Safety Management Systems.



Sandeep Singh
Managing Director

Adopted on : 4th January 2016