

Occupational Health & Safety Policy

THCM is fully committed towards 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 not only towards complying with all applicable OH&S legal requirements but also prevention of injuries and ill health and also strive to achieve excellence in Health and Safety practices.

THCM management at all levels shall take prime responsibility and accountability towards OH&S performance and improvement with a strong conviction that "**all occupational incidents can be prevented**".

Every employee shall understand that it is their duty to create safe working environment for all the stakeholders.

The management and the employees shall jointly work towards:

- a. Creating and maintaining a culture of **zero harm** to prevent occupational injuries and ill health
- b. Proactively identifying all associated risks and control/eliminate hazards
- c. Promoting occupational health and safety standards to establish a vibrant work environment in which "everyone can work with vigour and enthusiasm"
- d. Consultation and active participation of workers in OH&S improvement initiatives
- e. Education, training including re-training of all employees
- f. Integration of OH&S objectives in all facility design, procurement and operations
- g. Elimination/minimization of health and safety risks associated with products & services
- h. Monitoring safety and health standards for vendors, contractors and service providers and supporting them for continual improvement
- i. Periodic assessment of status of OH&S standards and objectives to ensure continual improvement
- j. Exceeding legal and other requirements beyond compliance
- k. Continuous evaluation and upgradation of emergency preparedness plan related to OH&S
- l. Strengthen safety by prioritizing investments for improving the facilities

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

Revised on 19-Aug-2025



Sandeep Singh
Managing Director