



SOCIETY FOR AFFORESTATION, RESEARCH AND ALLIED WORKS (SARA)

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Dated: 12-09-2001

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Health & Safety Policy

SARA is committed to pursuing excellence in everything it does and this includes the management of health and safety as well. We are committed to give health and safety the highest priority in all of our operational activities. We expect our employees, visitors, contractors etc to share this commitment by complying with our policies and, where appropriate, our procedures and to understand that they too have legal and moral obligations to themselves and to one another.

Policy - I

SARA has dedicated to ensuring the health and safety of all persons who may be affected by our activities by:

- a.** Providing, managing and maintaining a work environment, which are, so far as reasonably safe and in which risks to health are controlled.
- b.** Providing adequate and appropriate facilities and arrangements for welfare at work.
- c.** Providing, managing and maintaining our fields, offices and all premises of work so that the employees are reasonably safe and that risks to health are minimized.
- d.** Providing, managing and maintaining machinery and equipment so that it is, so far as reasonably safe and that risk to health are controlled.
- e.** Ensuring that the use, handling, storage and transport of chemicals, fertilizers and other waste materials are carried out safely and that risks to health are controlled.
- f.** Implementing systems of work that are safe and where risks to health are controlled.

- g.** Providing the necessary organization, expertise and resource, including communication and consultation, planning, monitoring, inspection and auditing procedures to ensure that there is effective management of health and safety throughout the company.
- h.** Ensuring that our staff and any contractors we employ are competent and carry out risk assessments for all the work they control.
- i.** Providing the information, instruction, training and supervision at all levels necessary to ensure that our employees & contractors are aware of the risks at their workplace, together with the appropriate measures to be taken to protect against these hazards.
- j.** Giving adequate information on relevant risks to any persons whose health and safety might be affected by them.
- k.** Monitoring the safety performance of contractors who work for us.
- l.** Keeping up to date with best practice in relation to health and safety and complying with all relevant legislation and authoritative guidance such as workman compensation, factories ordinance, employee's trust fund, EPF/ETF act, & payment of gratuity.
- m.** Consulting with and involving our employees & contractors in matters relating to their own health and safety.
- n.** Where there are no existing company policies or guidance, we expect our employees and contractors to meet the highest relevant standards and to comply with relevant legislation. Where no standards exist, we will work with our employees to develop systems which comply with best practice and eliminate or minimize the risks so far as reasonably-practicable. It is our stated intention to educate our employees in health and safety management by incorporating the basic principles into all appropriate activities.

Wherever possible, information on the legislation and standards applicable to their work will also be included.

- o.** Every range must have written arrangements describing how they intend to comply with this FSC Policy Statement, giving details of what, by whom and how health and safety will be managed—locally. We undertake to continually review and develop our safety management systems, with the overarching aim of conducting our activities in a

manner which does not affect the health and safety of any employee or contractors, visitors or members of the public, or adversely affect the environment.

Policy - II

All workers should wear and have:

- Helmet with ear and eye protection – When they get themselves engaged in hazardous work
- Suitable dress taking tropical warm weather into account
- Wear raincoats when working in the rain
- First aid kit (must be attached to the supervisors belt at all times)
- Training on safety and health procedure (each training is valid only for 06 months)
General knowledge on safety
- Proper instructions for emergency situations
- Been informed about the location of nearest hospital
- Mobility to enter hospital

Health and safety training courses are given twice a year by suitably qualified persons.

Accident reports: Accident register is maintained in each range for this purpose and action is taken as per the situation.

Regulation

Any changes to this policy will be as per the national laws and in consultation with the relevant authorities.

Dandeli
Date: 01.01.2011

CHAIRPERSON/DIRECTOR