



SAZGAR ENGINEERING WORKS LIMITED

HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY

PURPOSE

Our Health, Safety, and Environment (HSE) Policy reflects our commitment to the well-being of our employees and the communities in which we operate. We aim to maintain the highest standards of safety, minimize environmental impacts, and promote a healthy workplace.

SCOPE

This policy applies to all employees of SAZGAR Engineering Works Limited, working across all facilities in Pakistan.

POLICY STATEMENT

We are committed to:

Health and Safety: Ensuring a safe and healthy working environment by identifying hazards, assessing risks, and implementing preventive measures. Compliance with local laws & regulations like Factories Act and relevant international standards like ISO 45001.

Environmental Protection: Minimizing our environmental footprint through responsible resource management, pollution prevention, and compliance with ISO 14001. We aim to reduce waste, conserve energy, and limit emissions, working towards sustainable automotive operations.

Continuous Improvement: Regularly reviewing and improving our HSE performance, conducting audits, and promoting a culture of safety and environmental responsibility.

Employee Involvement: Encouraging active participation and training of all employees in HSE practices, ensuring everyone understands their role in maintaining a safe and eco-friendly workplace.

KEY FOCUS AREA

Key HSE areas include but not limited to the following:

Employees' Health & Working Conditions:

- Medical facility for employees.
- Availability of paramedic staff on factory premises to provide first aid treatment in emergency situations.
- In-house ambulance facility is also available to immediately transport the sick/unwell employees to the nearest hospital.
- Maintaining inventory of medicines for first aid treatment at factory premises.
- On-site periodic medical examination of employees.
- Proper breaks are provided to employees during the working hours for their rest.

- Adequate ventilation by the circulation of fresh air for all work areas.
- Adequate measures to keep the temperature of production / working halls at reasonable level.
- Adequate measures to prevent accumulation of any dust or fume or other impurity of such a nature in any work-room and its inhalation by employees.
- Avoid over-crowding of any work room to an extent injurious to the health of the employees.
- Every part of factory / office is suitably lightened as necessary to carry out work.
- Provision of hygienic food and clean drinking water to employees. During summer season, proper arrangements are made to provide cool water to employees.

- Cleaning of all production halls, offices, stores, corridors, staircases and roads on daily basis before the start of the work.
- Periodic cleaning of every work room by washing, using disinfectant where necessary or by some other effective method.
- Adequate janitorial services for all offices, production hall, stores, corridors, staircases and roads of the factory in order to maintain cleanliness and pollution free environment.
- Periodic maintenance of production halls / admin buildings including whitewashing.
- Periodic maintenance of office furniture.
- Arrangements of recreational events to keep employees healthy and mentally fit for their jobs.

Safety at Work:

- Ensure machinery, equipment, and processes meet safety standards.
- Provide personal protective equipment (PPE) and ensure proper usage.
- Conduct regular safety drills.
- Training and motivating employees to conduct their activities in a safe and responsible manner.
- Fire extinguishers and other proper firefighting equipment are available to extinguish fire.
- Emergency evacuation plan in case of emergencies.

- Ensure timely reporting of all incidents, accidents, and near-misses.
- Investigate incidents thoroughly to prevent recurrence.
- Avoid lifting beyond the safe working load.

Environmental Management:

- Implement waste reduction and recycling initiatives.
- Effective arrangements for the disposal of wastes and effluents due to the manufacturing process.
- Monitor and reduce Greenhouse Gas (GHG) emissions.
- Promote sustainable practices in energy and water use.
- Plantation of trees.
- Management of principal risks and opportunities related to the environment.
- Reporting of the Company's environmental performance, including setting targets supported by clearly defined metrics.

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