



Fricap Security Pvt Ltd

Occupational / Workplace Health and Safety policy Statement

Fricap Security Private Limited was established to provide an entire range of Low Voltage Security System Integration at the Workplace / Premise of their customer relevant to any industry.

Scope and Objective of Policy

Our Occupational / Workplace Health and Safety Policy help us preserve the best possible work conditions for our employees. Every employee has a right to feel safe at work. Fricap Security Pvt Ltd, is committed to follow legal standards and create a hazard-free workplace.

This Occupational / Workplace Health and Safety Policy applies to all prospective and current employees of the company as well as volunteers, contractors, and consultants.

Policy Elements

There are two aspects to which are considered while establishing this Occupational / Workplace Health and Safety Program:

- *Preventative Action and Emergency Management.*

Preventative action

Preventative action is any action we take to avoid injuries or illness related to workplace conditions. We'll conduct periodical risk assessments and job hazard analysis to discover what is likely to harm employees. We'll establish preventative measures accordingly.

Potential threats and dangerous situations include but are not limited to:

- Performing tasks on heights, scaffolds, ladders, and other unsteady structures
- Chemical substances (toxic, flammable etc.)
- Operating dangerous equipment
- Slippery or uneven surfaces
- Electrical infrastructure
- Noise/temperature
- Quality of air

We'll take the following preventative measures:

- When employees work in dangerous contexts or locations, we'll make sure there are safety precautions like safety nets and ropes.
- We'll provide protective gear like gloves, protective uniforms, goggles etc. Using safety equipment is obligatory.
- Safety Officer / Project Manager will inspect equipment and infrastructure regularly.
- We'll hold employee training sessions on Health & Safety standards and procedures.
- On highly dangerous job tasks require at least two employees to be present.
- Exposure to chemicals and radiation will not exceed a certain time limit.
- Employees who do repairs or cleaning need to put up caution signs.
- We'll prohibit Smoking, Chewing tobacco or substances injurious to health (e.g., Gutka, Pan Masala etc.) on project site / workplace.

Also, we'll enforce a substance abuse policy to protect employees from colleagues' misconduct.

Emergency Management

Emergency management refers to our plan to deal with sudden catastrophes like fire, flood, earthquake, or explosion. These depend on human error or natural forces.

Our emergency management involves the following provisions:



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- Functional smoke alarms and sprinklers that are regularly inspected by [maintenance supervisor]
- Technicians (external or internal) available to repair leakages, damages, and blackouts quickly
- Fire extinguishers and other fire protection equipment that are easily accessible.
- An evacuation plan posted on the walls of each floor and online.
- Fire escapes and safety exits that are clearly indicated and safe.
- Fully stocked first-aid kits at convenient locations.
- Contact List Emergency Medical Services / Nearby Hospital.

We'll also schedule fire drills and emergency evacuations periodically. We will monitor performance of Health and Safety procedures and will revise them to ensure higher level of protection.

Additional measures

Fricap Security Pvt Ltd, will also keep abreast of changes and try to promote Health & Safety actively. We will:

- Update our policy according to changes in Occupational Health and Safety standards.
- Use incentive actions for Health & Safety (e.g., presenting safe employee awards.)
- Analyze past incidents to discover what went wrong.
- Establish clear procedures for accident reporting.
- Revise work procedures to make them safer.

We are committed to continuous improvement and have established a Quality Management System which conforms to the requirements of International Standard ISO 45001:2018 and other applicable standards in the course of our operations. Also, it provides a framework for measuring and improving our performance.

Our internal procedures are reviewed regularly and are held in a Quality Manual which is made available to all employees.

Disciplinary Consequences

Safety Officer / Project Manager are responsible for implementing this Health and Safety policy on project site. Every Employee/Contractor should follow Health and Safety instructions and will be held accountable when they don't. We'll take disciplinary action that may extend to termination when employee/contractor consistently disregard Health and Safety rules.

Although the Operations Director has an ultimate responsibility for maintaining and implementing all the measures necessary to conform to the relevant standard.

Yet, it's everyone's responsibility to contribute to a Healthy and Safety at workplace.

*The policy review date is **March 18, 2022.***

Signed:
(Operations Director)

Date: March 19, 2021