



Millennium Aero Dynamics Pvt. Ltd.

HEALTH & SAFETY POLICY

Millennium Aero Dynamics Private Limited's "Health and Safety Policy," outlines the duties and obligations of employer and employees regarding safe working environment. This Health and Safety policy has been put in place to ensure the safety of all the employees, contractors, and any authorized visitors in the company premises and project sites.

The Company aims to prevent accidents and sickness by ensuring health and safety is at the center of all activities. Everyone is encouraged to actively take part to implement and support this policy

Obligations

Millennium Aero Dynamics Private Limited (MADPL) is fully committed to ensuring a safe and healthy environment on its premises. To do so the company will take all necessary and possible measures to mitigate any hazards or risks. Further, the company and its employees are to ensure that all its operations are carried out safely and do not pose any danger either to the workers or any authorized visitor.

Specifically, the Company shall: -

- Provide and maintain a healthy working environment.
- Effectively assess risks and apply measures to control/mitigate them.
- Identify substances that are hazardous to health and ensure that the manufacturer's recommendations are followed to control the risk.
- Provide information and training to ensure everyone is able to perform his or her work safely.
- Consult with employees on health and safety issues and encourage their cooperation.
- Ensure effective arrangements are in place to deal with incidents that could result in injuries, illhealth or have an environmental impact.
- Ensure that sub-contractors comply with the Company's health and safety systems.
- Investigate incidents, accidents and work-related illnesses and where necessary, modify working practices to prevent reoccurrences.
- Audit health and safety procedures for effectiveness and identify areas for improvement.

The success of this policy relies on everyone being involved, and ensuring everyone has a role to play in maintaining a healthy and safe working environment.

Revision of the Policy:

This policy will be reviewed annually or as deemed necessary and any revisions will be brought to the attention of employees.

Handwritten signature and date 11/11





Responsibilities of the Company

Millennium Aero Dynamics Pvt. Ltd. is responsible for the Health & Safety of its employees and sub-contractors while engaged in official company activity.

This is achieved by routine training of its people to understand its operations and functions carried out in the course of its business.

- Any Health & Safety incident whether resulting in injury or not, shall be reported to the Company's Management for investigation and appropriate action.
- Training requirements are identified during routine Health & Safety inspections/meetings.
- Training is to be carried out by suitably experienced personnel.
- Additional specialist training requirements as identified by the Clients, Management of the Company or at routine Health & Safety inspections/meetings, will be performed by specialist training organizations.
- A record of all Health & Safety meetings will be kept in "Health & Safety" records to be maintained by the designated Safety officer.
- A record of all Health & Safety Training is kept in the Health & Safety Training File.
- The Company will appoint a staff member at each site who will be responsible for coordinating Company HSE matters. The name of the HSE Appointee of the respective site will be displayed on the company notice board at site.
- Personal Protective Equipment is provided by the Company to each employee. A record of Personal Protective Equipment issued to employees will be maintained at site by the Station In-charge. If any Special Safety Equipment is required to carry out a special task or duty, then it will be provided by the Company on request of Station In-charge.

Employee and Sub-Contractor's Responsibilities

Employees and Sub-Contractors also have a duty to support the company by:-

- Adhering to any and all of the requirements, laid down within the Health & Safety policy and procedures.
- Accepting responsibility that each individual employee or sub-contractor has to perform their duties and carry out work in a safe manner.
- Prior to commencing any task or procedure, an assessment of risk should be made and appropriate safety precautions put into place to remove any risk.
- Reporting any accidents, incidents, near misses that may have occurred or any defects or other deficiencies in any company premise/worksite or equipment or process in use.
- Whenever a risk is identified and cannot be easily removed, then report the same to the Company's HSE Appointee or Site Facility HSE Appointee for appropriate action.
- Commencement of work only once all risks have been removed /mitigated or under control as deemed safe by HSE Appointee.
- Engaging and proactively participating in any of the communication, consultation, and training procedures that the company uses for betterment of the Health & Safety Conditions.



Responsibilities at Customer Work Site

- Where work is carried out on a Customer's site facility then Millennium Aero Dynamics Pvt. Ltd., its employees and its sub-contractors will abide by the Health & Safety regulations of the Customer.
- The Company's Employees and Sub-Contractors will attend Site Induction Program, Health & Safety Instruction and any other training as deemed necessary or required by the Customer site regulations.
- Where a permit-to-work system is in place, then the Company's Project Manager or Site Supervisor will coordinate with the Customer's HSE to obtain the appropriate documentation enabling work to commence. Under no circumstances will work commence without obtaining appropriate approval from the Customer.
- Should an HSE incident or injury occur on a Customer's premises then the Customer's HSE officer will be notified immediately together with the Company's HSE Appointee and the Management.
- An inquiry into the incident will be made by both the parties.

Enlisting of Sub-Contractors

- Prior to a Sub-Contractor's Purchase Order being placed for site work then the Sub-contractor must complete a Health and Safety Preparedness Audit at the respective work site.
- The HSE Preparedness Audit is reviewed by the Company's HSE Appointee to ensure that the Sub-Contractor will comply with the Health & Safety Plan of Millennium Aero Dynamics Pvt. Ltd.
- Any Health & Safety incident involving the Sub-Contractor, whether resulting in injury or not, shall be reported to the Company's HSE Appointee and the Management, for investigation and appropriate action.

Hazardous Waste

- Any hazardous waste produced by work or procedures performed by Millennium Aero Dynamics Pvt. Ltd. will be handled in an appropriate manner.
- The disposal of any hazardous substance will be handled by an appropriately qualified contractor.
- The Company's Management together with the HSE Appointee will identify a suitable contractor to handle and dispose-off the waste.
- A hazardous material register will be kept in the Company's site office to record material movements from source to disposal.

Non-Hazardous Waste

- General office waste is disposed of by local municipal authority waste collection contractors.
- Materials removed from site are generally confined to scrap metal which is sent to a waste management company.


11/11/2022

Milan Zatakia
Chairman & CEO
Date: 10th Nov 2022

