



## **Health and Safety Policy**

**LCC PROJECTS LTD.**

**CIN: U45500GJ2017PLC100301**

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# Health and Safety Policy

## 1. Introduction

LCC Projects Limited is committed to providing a safe and healthy working environment for all employees, contractors, visitors, and any other stakeholders involved in its operations. The Company acknowledges its responsibility to protect human health, prevent accidents, and minimize risks associated with the work environment. This policy outlines the Company's approach to maintaining a culture of health and safety across all its operations, with a special focus on construction, infrastructure development, and related sectors.

## 2. Objective

- To ensure that all employees, contractors, and visitors are provided with a safe working environment.
- To eliminate or minimize occupational health and safety risks.
- To comply with all applicable local, national, and international health and safety regulations.
- To create awareness and training for employees regarding health and safety practices.

## 3. Responsibilities

- **Management:** Ensure that health and safety are integrated into the company's culture and business practices. Provide necessary resources, training, and supervision to ensure that health and safety standards are maintained.
- **Employees:** Follow all health and safety instructions, participate in safety training programs, report unsafe practices, and actively work towards minimizing risks.
- **Contractors:** Must comply with the company's health and safety standards, ensuring that subcontractors and workers follow the required safety measures and procedures.
- **Safety Officer:** Responsible for conducting regular safety inspections, audits, and risk assessments. Ensures compliance with safety policies and procedures.

## 4. Safety Measures and Procedures

- **Risk Assessment:** Conduct risk assessments for all activities and projects to identify and mitigate potential hazards.
- **Personal Protective Equipment (PPE):** Ensure that employees and contractors wear the necessary PPE for their roles (e.g., helmets, gloves, goggles, etc.).
- **Training and Awareness:** Provide regular health and safety training to all employees, including site-specific safety inductions for new workers and contractors.
- **Emergency Procedures:** Develop and communicate emergency procedures, including evacuation plans, first-aid procedures, and contact information for emergency services.
- **Accident Reporting:** Encourage immediate reporting of accidents, near-misses, and unsafe conditions to ensure timely interventions.
- **Regular Inspections:** Conduct regular site inspections and audits to ensure that health and safety standards are adhered to.
- **Health and Well-being Programs:** Promote the physical and mental well-being of employees through regular health checkups, counseling services, and fitness initiatives.

## **5. Compliance with Legislation**

The Company is committed to complying with all relevant Indian health and safety laws and regulations, including:

- The **Factories Act, 1948**
- The **Employees' Compensation Act, 1923**
- The **Industrial Disputes Act, 1947**
- The **Environment Protection Act, 1986**
- The **Occupational Safety, Health and Working Conditions Code, 2020**

## **6. Monitoring and Review**

Health and safety performance will be regularly monitored through audits, safety meetings, and reporting systems. This policy will be reviewed annually to ensure continuous improvement.