



HEALTH AND SAFETY POLICY

Purpose :

Hindustan Oil Exploration Company Limited Health and Safety Policy is anchored on the core principle that **“All Lives Have Equal Value”** and **“Nothing is More Important than Safe Operations”**. HOEC is committed to providing a safe and healthy work environment for all employees, contractors, visitors, and anyone else who may be affected by our activities. This policy outlines our commitment to preventing accidents, injuries, and work-related illnesses.

Responsibilities:

- Management is responsible for providing and maintaining a safe working environment, ensuring that employees are aware of health and safety policies, and providing necessary training and resources.
- Employees are responsible for following safe work practices, reporting hazards and accidents, and cooperating with management to maintain a safe workplace.

Risk Assessment and Control: We will identify workplace hazards, assess associated risks, and implement control measures to eliminate or minimize these risks. Regular risk assessments will be conducted, and corrective actions will be taken promptly.

Accident and Incident Reporting: All accidents, incidents, and near-misses must be reported immediately to the supervisor or designated safety officer. Investigations will be conducted to determine the root causes, and corrective actions will be implemented to prevent similar occurrences in the future.

Emergency Procedures: Clear emergency response procedures will be established for various emergencies anticipated in our operations. Training in these procedures will be ensured by engaging all operating personnel in monthly mock safety drills to ensure that all personnel remain aware and vigilant. Regular monitoring the Emergency Response Plans in place at all sites, so as to prevent escalation and to enable the mitigation of impact on all personnel and assets, in the case of an emergency.

Health and Well-being: We will promote the physical and mental well-being of our employees by providing access to necessary resources, encouraging a healthy work-life balance, and offering support programs when needed.

Compliance: We will comply with all applicable health and safety laws, regulations, and standards. Regular audits and assessments will be conducted to ensure compliance and to identify areas for improvement.

Hindustan Oil Exploration Company Limited is dedicated to achieving and maintaining the highest standards of health and safety for all individuals associated with our operations. All employees and service contractors' personnel to strictly adhere to the Health and Safety Policy of the Company and follow the Standard Operating Procedures (SOP). HOEC has a “No Excuse Policy”, when it involves safety and integrity.

Chennai, December 1, 2023



R. Jeevanandam
Managing Director