

Doc Status	Released	TITLE: Sansera Environmental Management System (EMS) Policy	
Document Ref:	SEL-OHSMS-POLICY-01		
Rev No. / Date	5 / 15.09.2025		
Original Date	01.08.2017		

Sansera - Health and Safety Policy

Sansera Engineering limited safety, well-being and occupational health ('Health and Safety') responsibilities are driven by our commitment to ensure zero harm to our employees, other people we work with and society at large. We recognise Health and Safety as an integral part of our business and activities within our control in the value chain.

Leadership and Accountability

- *Top Management demonstrates leadership and commitment to the Occupational Health & Safety Management System (OHSMS).*
- *Roles, responsibilities, and authorities are clearly defined to ensure effective health and safety performance.*
- *Resources and training are provided to support OHS risk management and safe operations.*

Compliance and Legal Obligations

- *Comply with all applicable legal, regulatory, and customer specific OHS requirements.*
- *Adhere to international conventions such as ILO principles and UN Global Compact commitments related to labor and safety.*
- *Conduct periodic compliance evaluations and ensure continual adherence to requirements.*

Risk Prevention and Safe Work Practices

- *Identify and assess workplace hazards, applying the hierarchy of controls to eliminate or reduce risks.*
- *Maintain safe equipment, ergonomically sound work environments, and effective emergency preparedness plans.*
- *Promote proactive hazard reporting, near-miss tracking, and safety observations.*

Health and Well-being

- *Promote physical and mental well-being through wellness initiatives, medical surveillance, and employee assistance programs.*
- *Provide a hygienic, safe, and inclusive workplace with adequate facilities and welfare measures.*
- *Encourage a healthy work-life balance and psychological safety.*

Employee Involvement and Competence

- *Engage employees through consultation, participation, and representation in safety committees.*
- *Conduct regular OHS training and awareness programs to build competency and safety culture.*
- *Empower employees to stop unsafe work and report incidents without fear of reprisal.*

Performance Monitoring and Continuous Improvement

- *Establish measurable OHS objectives and monitor leading and lagging safety indicators.*
- *Perform audits, inspections, and incident investigations to drive continual improvement.*
- *Review OHS performance and policy effectiveness annually through MRM.*



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Sustainable and Ethical Practices

- *Promote safe labor practices across the supply chain and prefer suppliers with strong OHS performance.*
- *Support transparency in sustainability reporting through ESG and other frameworks.*
- *Aligning with the UN Sustainable Development Goals (SDGs)*

Policy Communication review and updates

- *Communicate the policy to all employees, contractors, and interested parties.*
- *Display it prominently across all Sansera facilities and publish it on internal and external platforms.*
- *Periodic Review: Regularly review and update this policy to ensure its effectiveness and alignment with evolving regulations and best practices.*



Approved by:

B R Preetham

CEO & Executive Director

Date: 15.09.2025, Rev 05

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OHSMS Objectives

S. no	Materiality Topics	Objectives	Unit of measurement	Responsibility
1	Occupational, health & Safety (OHSMS)	Reduce Workplace Injuries Reduce Lost Time Injury Frequency Rate (LTIFR)	Numbers	HR/EHS
2	Occupational, health & Safety (OHSMS)	Zero Fatalities & Major Accidents	Numbers	HR/EHS
3	Occupational, health & Safety (OHSMS)	Improve Hazard Identification & Risk Assessment	Numbers	All department
4	Occupational, health & Safety (OHSMS)	Increase Incident Reporting & Root Cause Analysis	Numbers	All department
5	Training & Skill Development	Enhance Safety Training & Awareness ≥ 90% participation in wellness programs 100% coverage of mandatory training	Numbers	Training
6	Occupational, health & Safety (OHSMS)	Improve Emergency Preparedness	Numbers	EHS
7	Occupational, health & Safety (OHSMS)	Ergonomic Risk Reduction	Numbers	EHS
8	Occupational, health & Safety (OHSMS)	Promote Occupational Health >10 near-miss reports per 100 employees/year	Numbers	EHS
9	Occupational, health & Safety (OHSMS)	Improve PPE Compliance adherence	%	EHS
10	Contractor Safety	Supplier OHS compliance - 100% high-risk suppliers audited annually	%	Purchase

Amendment History

S.no	Rev	Date	Reason for revision
1	1	01.08.2017	Corporate policy used for All SEPL plant Initial release as per New standard ISO 14001:2015 Standard requirements
2	2	24.09.2018	Policy revised for JMD designation Changes
3	3	07.08.2019	AIAG Sustainability Requirement added based on Ecovadis and ESG framework
4	4	01.10.2023	Revised policy with ESG required to be added
5	5	15.09.2025	Health & Safety Policy separated from EOHS policy for better implementation and ESG Framework requirements, Policy Objectives added (SEL-OHSMS-POLICY-01)



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