

POWERPLUS TRADERS PRIVATE LIMITED

(Joint Venture of Orissa Metaliks Pvt Ltd, Rashmi Cement Ltd & Shyam Steel Manufacturing Ltd)

CORPORATE OFFICE: PREMLATA BUILDING, 39 SHAKESPEARE SARANI, 6TH FLOOR, KOLKATA-700017, INDIA

TEL: +91-33 4255 /4266, FAX NO.: +91 33 2289-4254,

E-mail: powerplustrade@gmail.com

CIN: U10100WB2012PTC183435

CORPORATE ENVIRONMENT, HEALTH & SAFETY (EHS) POLICY

POWERPLUS TRADERS PRIVATE LIMITED (PTPL) was incorporated on 3rd July 2012 with registered office at Premlata Building, 39, Shakespeare Sarani, 6th Floor, Kolkata : 700017 with the objective of mining of coal and minerals and engaging in allied business activities on a sustainable basis. The company recognizes the paramount need to meet the expectations of its stakeholders by striving to achieve excellence in all its spheres of activity. Nurturing the environment and the safety and health of all employees is of the highest priority for the company. This EHS Policy is applicable to all employees of PTPL and shall be communicated and made available to all stakeholders. This document defines the aims and scope of the Policy as well as responsibilities for the achievement of the objectives laid down.

OUR VISION

To become a leading, socially responsible, respected and sustainable business organization in the field of mining and allied industries

OUR MISSION

We are committed to achieving our Vision by adoption of appropriate world class technologies and business practices in all our spheres of activity, guided by company policy and national imperatives, developing best in class human resources, providing a safe and healthy work environment, exceeding customer expectations through value added products and services, optimizing resource utilization, undertaking exemplary statutory compliance and systematically discharging our corporate social and environmental responsibilities for sustainable development, with passion and empathy.

ENVIRONMENT POLICY

The Company is committed to sustainable development and we recognize that the long-term sustainability of our business is dependent upon good stewardship in both the protection of the environment and the efficient management of the exploration and extraction of mineral resources. Our values and business principles as a Corporation are based on a **"ZERO HARM"** environmental management performance that underpins our environmental policy and represents the minimum guidelines for the Corporation in this respect. We will ensure that directors, officers, employees and contractors are aware of this policy as well as their relevant responsibilities, which it sets out.

Accordingly, PTPL aims to:

- Comply with all applicable environmental laws, regulations and requirements.
- Comply with relevant industry standards relating to the management of environmental risks,
- Establish and maintain management systems to identify monitor and control the environmental aspects of our activities.
- Where appropriate, require employees to undertake training to ensure they are complying with best industry practices and all applicable environmental laws, regulations and requirements.
- Ensure that resources are available to meet our reclamation and environmental obligations.

POWERPLUS TRADERS PRIVATE LIMITED

Director/Authorised Signatory

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- Ensure that our employees and contractors carry out their responsibilities in accordance with this Policy, applicable law and the industry standards we are committed to meeting.
- Work with local representatives in the communities in which we operate, to educate the community on the environmental obligations associated with our activities and provide significant contribution to social and economic development of the surrounding community under Corporate Social Responsibility (CSR).
- Conduct audits to monitor, measure and evaluate the effectiveness of our environmental management systems, and communicate the findings to the Safety, Health & Environment Committee of the Board of Directors, and, where appropriate, to external stakeholders.
- Strive for increasing transparency in our annual public disclosure on environmental matters, particularly those relating to risk management systems in place and mitigation of environmental risk. We are committed to transparent communication and consulting with interested and affected parties on environmental aspects of our activities.
- Continuously assess our environmental impacts and measure and improve our environmental performance over time, including with regard to increasing our energy efficiency and reducing emissions and waste, and to promote sustainable development in the areas in which we operate.
- Recognize the increasing awareness within our industry of climate change and the need to participate in solutions that address the long-term impact of climate change, including where feasible, the reduction of greenhouse gas emissions.
- Combat climate change by increasing green cover and carbon absorption, minimal use of polluting fuels like diesel and progressive use of renewable energy wherever feasible.
- Adopt Integrate Water Management system based on the principle of Reduce, Recycle, Reuse waste water, harvesting of rain water and artificial recharge for a sustainable water resource.
- Recognize the sensitivity around water management and water scarcity, where we will aim to continuously improve water management systems and their efficiency, and to monitor our usage of water resources in our areas of operation.
- Take a responsible and integrated approach to mine closure planning, the principle aim being to design, develop and operate our facilities to minimise their overall social and environmental impact till their eventual closure.
- Develop approved Mine Closure Plans – Stage Wise, reflecting the mine’s life cycle, as per the guidelines of MoC and MoEF&CC and update them regularly as and when required due to operational changes.

OCCUPATIONAL SAFETY & HEALTH (OSH) POLICY

Safety and health are core values and form an integral part of our business processes. Putting people to work at coal mines carries a specific responsibility and accountability for safety which shall be visibly demonstrated. We accept and recognize that all accidents are preventable and commit to providing a safe and healthy working environment and work towards a goal of “ZERO HARM” and “ZERO INCIDENTS” at work. This policy is supported by rules and procedures on safe and healthy working, which are applicable to all business processes of PTPL.

Accordingly PTPL:

- Recognizes that coal mining is a hazardous occupation.

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- Will ensure compliance to all applicable safety and health regulations, rules and other legal requirements as a minimum standard.
- Recognizes that all hazards can be identified and accidents are preventable.
- Recognizes that putting people to work at coal mines carries a specific responsibility and accountability for safety which shall be visibly demonstrated.
- Will strive to provide safe and healthy working environment in coal mines, aligned with coal mining safety and health legislation.
- Will aim at ensuring that all jobs are done safely irrespective of their importance and or urgency
- Will empower its employees to report all unsafe acts and conditions to their supervisors.
- Will ensure through proper training and supervision that all hazardous work is done to Standard Operating Procedures for incident free operations.

ORGANIZATIONS RESPONSIBILITY

PTPL has a structured approach in all the three fundamental areas of Environment, Health and Safety

Corporate Responsibility for EHS

The Directors and Chairperson of PTPL are responsible for ensuring compliance with the EHS Policy. The Board of Directors of the Corporation will review and evaluate this Policy on an annual basis to determine its efficacy and will constitute an adequately empowered corporate EHS Cell (EHSC) that will be responsible for and committed to organizational excellence in this overarching sphere of EHS. The EHSC will

- Set Company standards and objectives for PTPL as a whole and for individual unit (s) and ensure that they are integral parts of annual operating plans and set benchmarks.
- Ensure that adequate resources are provided for implementation of the Policy, in tune with current technology.
- Conduct quarterly audit of EHS activities and create Hierarchical Audit Plan for the organization.
- Formally review EHS performance of the company and report on the same to the Board of Directors and Chairperson, quarterly.
- Ensure non-compliance/deviation/violation/ major accident are reported forthwith to the Board and remedial follow up action (s) taken on top priority.
- Take proactive steps to ensure that Contractors and their workers are trained in implementation of the Co's EHS Policy and performance monitored as part of vendor assessment / rating with appropriate reward and punishment mechanism.
- Make EHS assessment a core feature for awarding work to Contractors.
- Review EHS performance every month and report on the same, recognising exemplary performance.
- Ensure External EHS Audit at least once in an year and act promptly on their report.
- Establish a **whistleblowing hotline** to allow for the confidential reporting of EHS breaches and risks. Persons wishing to make complaints or report concerns on a confidential basis will be encouraged to complain.
- Commit to continual improvement by strengthening the Integrated Management System.

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Responsibility of CEO and Project Head/ Head of Department

- Nurture and sustain environment friendly, safe and healthy work environment.
- Benchmark safety and health performance as a part of appraisal system, both for self and team.
- Ensure that Heads of Departments / Officers and Supervisors are individually accountable for implementation of this policy and ensuring they have the necessary skills to do so.
- Ensure that internal & 3rd party audits are conducted according to Plan and acted upon for timely follow up action.
- Set up Health and Safety Committees at various levels, as per the complexity of mining operations and ensure effective working of the Committees.
- Develop and implement Integrated Management System.
- Provide infrastructure for implementation of Policy and harness Company's resources for the same.
- Establish rotating cross functional team for internal audits as per Audit Plan.
- Take positive steps to ensure that all incidents or accidents that might result from abnormal operating conditions or normal operating conditions and are reported and investigated with follow up actions
- Ensuring training of workers in the area of work and awareness about the safety and health hazards of a coal mine.
- Ensure that contractual work is carried out in accordance with this Policy.
- Make all employees responsible for their own safety as well as their co-workers and impart training.
- Ensure that suitable PPE is provided to all workers.
- Make certain that all employees co-operate with mine management and observe rules and procedures to attain the desired standards of safety and health.

Responsibility of Environment in Charge

- Continually establish systems, procedures and best practices with technological interventions.
- Conduct audits as per Plan, report, monitor and ensure timely compliance of non-conformance.
- Regularly review environment performance of the unit against set objectives and targets and strive for continual improvement.
- Optimize resource consumption particularly- raw materials, energy, water oil and promote pollution prevention.
- Commit to protection of environment including prevention of pollution by reclamation and rehabilitation of mined out areas by utilization of solid waste and developing green belt in the area.
- Comply with applicable legislation in letter and spirit.
- Sustain a high degree of environmental awareness through regular promotional campaigns and employee participation through training.
- Commit to the control of Environment risks through a hierarchy of control.
- Report environment performance to Corporate EHS Cell on a monthly basis.

Responsibility of Health & Safety in Charge

- Ensuring that all coal mining activities under his/their control are carried out in adherence with this policy.
- Ensure identification of all health and safety hazards and create HIRA Plan and update the same regularly with necessary training, safety/emergency mock drills to all involved persons.
- Create SOPs for hazardous activities and take steps for implementation.

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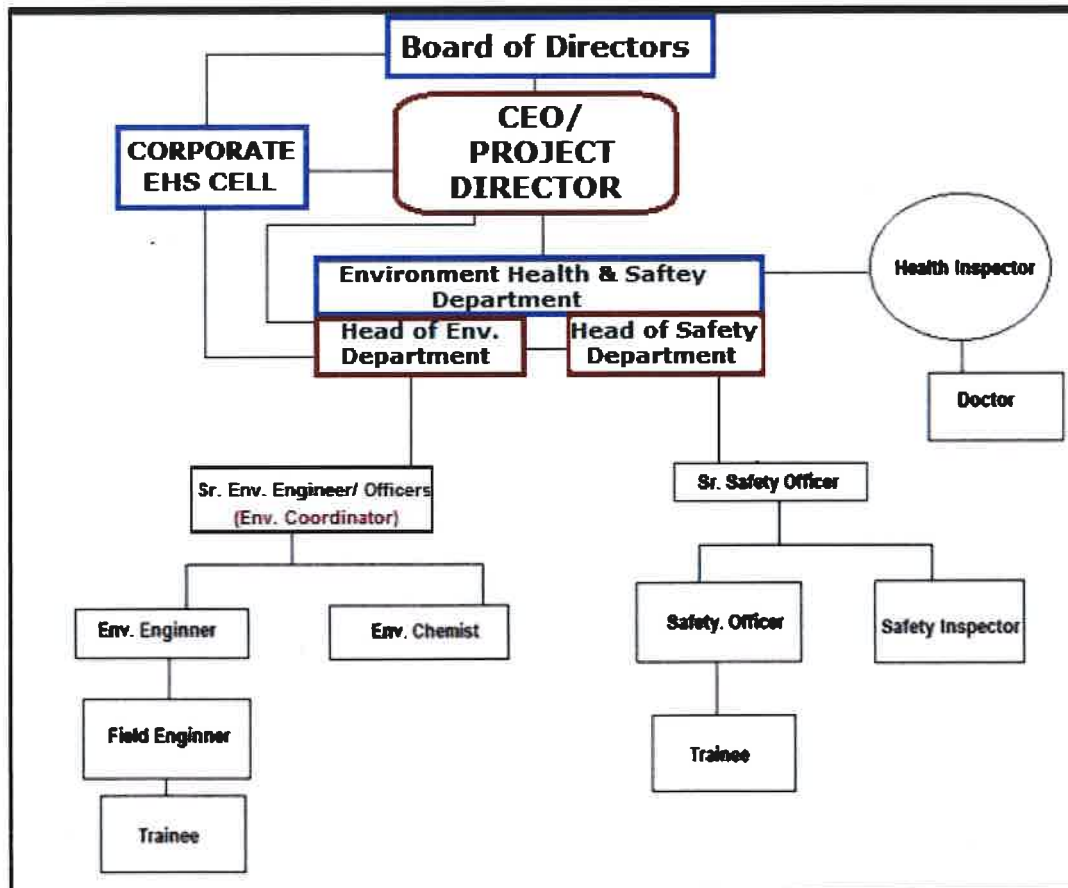
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- Conduct audits as per Plan, report, monitor and ensure timely compliance of non-conformance.
- Benchmarking safety and health performance as a part of appraisal system, both for self and team.
- Ensure effective working of Safety Committees at various levels.
- Collect and monitor Health and Safety statistics both leading and lagging and analyse them with participation of the Health & Safety Committee.
- Ensuring that the contractor has deployed safety equipment relevant to its area of operation in coal mines.
- Maintain appropriate emergency procedures consistent with available technologies to prevent / control incidents.
- Report Health & Safety performance to Corporate EHS Cell on a monthly basis.

The Hierarchy of our Corporate EHS Cell that is being strictly followed is:



This Policy will only be effective with support from all employees and contractors. Accordingly, every employee shall be a signatory to this Environment, Health and Safety Policy and shall be responsible and accountable for maintaining safety in their work area and activities.

The above EHS policy was approved by Board of Directors on dated 15th January, 2022.

Kolkata

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