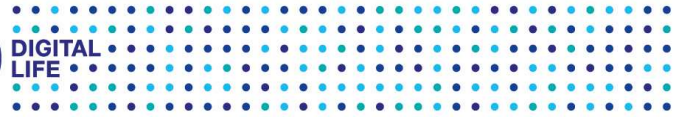
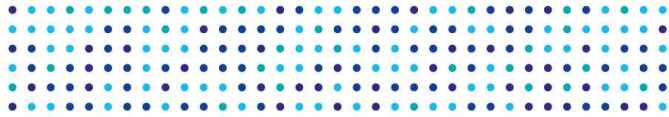




**RELIANCE JIO INFOCOMM LIMITED**

**OCCUPATIONAL HEALTH AND SAFETY POLICY**



## Occupational Health and Safety Policy

**“Safety of person overrides all business objectives” is the Health & Safety policy of the company.**

**RJIL believes that all injuries, occupational illnesses and safety incidents are preventable.**

**RJIL shall strive to be a leader in the field of Occupational Health & Safety management.**

### **RJIL commits to:**

- Conduct all its activities in a manner as to avoid harm to employees, contractors and the community.
- Promote Occupational Health of its employees and contractors' employees.
- Comply with all statutory requirements concerning Occupational Health and Safety.
- Create a culture of learning and practicing Occupational Health and Safety systems, procedures and practices among all its employees and contractors and supply chain partners.

### **RJIL strives to achieve these objectives by:**

- Designing all operational facilities with proper and adequate safeguards for operational & personal safety.
- Framing well designed systems for carrying out operational scope changes and strict adherence to the same.
- Following effective use of safe working procedures and practices for operation, maintenance, inspection and emergency situations.
- Regularly reviewing the policy and updating of systems and procedures.
- Following a systematic approach to Occupational Health & Safety management plan to achieve continual performance improvement.
- Empowering employees to report any health or safety hazard that they may spot, or incidences where health and safety guidelines are not followed.
- Training and validating employees and contractors on Occupational Health and safety practices.
- Conducting all work in a safe manner and to ensure integrity of the assets, by providing personal protective equipment, tools and tackles.
- Promoting the adoption of best practices by our supply chain partners.
- Investigating all incidents relating to Occupational Health and Safety including minor ones and near misses, followed by implementation of corrective actions.
- Communicating learnings from investigation of incidents, internal and external, to all employees and taking steps to prevent such occurrences in its workplaces.
- Identifying and evaluating Occupational Health risks related to operations and carrying out pre-employment and periodic medical check-ups for its employees.
- Implementing programs and appropriate protective measures to control such risks.
- Keeping abreast of latest international codes, standards and practices and adopting the same where applicable.
- Periodically auditing our Occupational Health & Safety practices.
- Monitoring progress against targets and adopting reporting practices in line with national and internationally recognized guidelines