

YePrayas Private Limited — Health & Safety Policy

1. Policy Statement

At YePrayas Private Limited, we are committed to providing a safe, healthy, and sustainable work environment for all employees, contractors, and visitors. As a responsible MSME in the waste management sector, we recognize that our operations involve potential risks to health and safety, and we strive to minimize them through proactive planning, continuous improvement, and compliance with all applicable legal and regulatory requirements.

All concerned parties are expected to read, understand, and follow it diligently.

2. Scope

This Policy applies to all workers, facilities, and field operations, contractual staff, interns, vendors, and visitors engaged in activities under YePrayas operational control.

This policy sets down the framework for all operational activities carried out by YePrayas.

3. Objectives

YePrayas aims to:

1. Prevent injuries and illnesses through risk assessment, hazard control, and safe work practices.
2. Comply with all applicable health and safety legislation and standards (ISO 45001:2018, Factories Act, Environment Protection Act, Municipal Waste Management Rules 2016).
3. Promote a culture of safety through awareness, training, and open communication.
4. Continuously improve the occupational health and safety management system (OHSMS).
5. Ensure emergency preparedness and resilience against fire, or environmental hazards.

4. Legal & Standard Compliance

This policy is guided by:

- ISO 45001:2018 – Occupational Health and Safety Management System
- Factories Act 1948 and Factories Rules (State-specific)
- Environment (Protection) Act 1986
- Hazardous and Other Wastes (Management and Transboundary Movement) Rules 2016
- Solid Waste Management Rules 2016
- MSME and Labour Welfare Provisions
- Local municipal and pollution control board norms



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5. Roles and Responsibilities

Top Management

- Provide leadership, resources, and accountability for health and safety.
- Approve and periodically review the policy and safety objectives.
- Ensure communication and consultation across all levels.

Supervisors / Site Managers

- Implement safety procedures and conduct daily toolbox talks.
- Ensure PPE (Personal Protective Equipment) usage and compliance.
- Report incidents, near misses, and unsafe conditions immediately.

Employees & Contractors

- Follow all safety instructions and use PPE correctly.
- Report unsafe conditions or practices without fear of reprisal.
- Participate in safety training and emergency drills.

6. Risk Management & Control

- Conduct periodic risk assessments to identify, evaluate, and control hazards.
- Maintain SOPs for all critical waste-handling and machinery operations.
- Perform regular safety audits and inspections to ensure compliance.

Metrix	Training & Competence	Health Surveillance & Welfare	Emergency Preparedness	Monitoring & Review	Responsibility
1	Regular safety training to all staff.	Maintain clean drinking water, sanitation, and restroom facilities.	Maintain and test Emergency Response Plans (ERP) for fire and accidents.	Conduct audits and risk assessments to ensure effectiveness.	Safety Officer & HR Department
2	Induction and orientation safety training	Promote employee wellbeing through awareness drives	Provide adequate firefighting equipment, first-aid boxes, and trained	Review training records and emergency	Department Heads /



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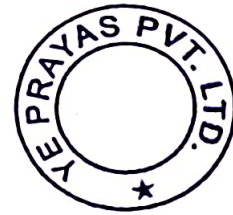
	for all new employees.	on hygiene and stress management.	emergency responders.	preparedness performance.	Supervisors
3	Conduct fire, safety, first aid and emergency preparedness training for all employees.		Conduct fire and emergency mock drills regularly.	Track performance through measurable indicators (accident rate, training coverage, PPE compliance).	H&S Committee / Site Manager

6. Incident Reporting & Investigation

- All accidents, near-misses, and unsafe conditions must be reported immediately.
- Investigations shall identify root causes and corrective/preventive actions (CAPA).
- Lessons learned will be communicated across teams to prevent recurrence.

7. Communication & Consultation

- Encourage employee participation in safety committees and discussions.
- Maintain open reporting channels for safety concerns.
- Display this policy prominently at all operational sites and communicate it to all stakeholders.



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