

	MM FORGINGS LIMITED	Doc No' : POL - 36
		Rev No' : 1.0
	POLICIES	Date : 29 May 2026

Occupational Health & Safety Policy

1. Introduction

Objective:

The purpose of this policy is to establish and communicate MM Forgings Limited's commitment to maintaining a safe and healthy work environment for all employees, in full compliance with EHS requirements and all applicable local regulations.

Scope:

This policy applies to all employees, contractors, and visitors involved in or visiting the operations of MM Forgings Limited.

2. Commitment to Health and Safety

- **Legal Compliance:**
We are committed to complying with all applicable occupational health and safety (OHS) laws and regulations in India, including those specific to the Chennai region.
- **OHS Compliance:**
Our health and safety practices align with EHS standards, focusing on preventing accidents, injuries, and health issues in the workplace.

3. Health and Safety Management

- **Health and Safety Responsibilities:**
 - **Management:**
Senior management is responsible for ensuring the implementation and maintenance of this policy. They will allocate necessary resources and support to achieve health and safety objectives.
 - **Health and Safety Officer:**
A designated Health and Safety Officer will oversee the development, implementation, and monitoring of health and safety procedures.
 - **Employees:**
All employees are responsible for following health and safety guidelines, reporting hazards, and participating in safety training programs.
- **Risk Assessment and Management:**
We will conduct regular risk assessments to identify potential hazards and implement appropriate control measures to mitigate risks. Risk assessments will be reviewed and updated regularly.

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4. Workplace Safety Procedures

- **Safety Training:**
All employees will receive training in health and safety procedures relevant to their roles. This training will cover the proper use of equipment, emergency procedures, and safe work practices.
- **Personal Protective Equipment (PPE):**
We will provide appropriate PPE to employees based on the risks associated with their tasks. Employees are required to wear PPE as instructed and to maintain it properly.
- **Emergency Procedures:**
Clear emergency procedures will be established and communicated to all employees. Regular drills will be conducted to ensure preparedness for emergencies such as fires, chemical spills, and natural disasters.

5. Health and Wellbeing

- **Health Surveillance:**
We will implement health surveillance programs for employees who may be exposed to specific occupational health risks, such as hazardous substances or repetitive strain.
- **Wellbeing Initiatives:**
Initiatives to promote employee wellbeing, including stress management and ergonomic assessments, will be introduced to support a healthy work environment.
- **First Aid:**
Adequate first aid facilities and trained first aid personnel will be available on-site to respond to workplace injuries and illnesses.

6. Incident Reporting and Investigation

- **Reporting Procedures:**
Employees are required to report any accidents, near-misses, or health concerns to their supervisor or the Health and Safety Officer immediately.
- **Incident Investigation:**
All incidents will be investigated to determine the root causes and to implement corrective actions to prevent recurrence. Findings will be documented and reviewed.

7. Compliance and Monitoring

- **Inspections and Audits:**
Regular health and safety inspections and audits will be conducted to ensure compliance with this policy and relevant regulations. Corrective actions will be taken as needed.



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- **Documentation and Record-Keeping:**

Records of risk assessments, training, incidents, and safety inspections will be maintained and reviewed periodically to ensure ongoing compliance and improvement.

8. Employee Engagement and Communication

- **Safety Committees:**

Safety committees will be established to involve employees in health and safety matters, discuss concerns, and propose improvements.

- **Communication:**

Regular communication regarding health and safety issues, updates, and initiatives will be provided through meetings, notices, and other channels.

9. Continuous Improvement

- **Policy Review:**

This policy will be reviewed annually and updated as necessary to reflect changes in regulations, industry standards, and our operational practices.

- **Feedback and Improvement:**

We encourage feedback from employees and stakeholders to continuously improve our health and safety practices and address any emerging concerns.

10. Conclusion

Our Occupational Health & Safety Policy demonstrates our commitment to creating a safe and healthy work environment for all employees. By adhering to this policy, we aim to prevent workplace injuries and health issues while complying with EHS requirements and local regulations.

Document Revision control			
Rev No'	Revision Date	Changes Made	Approved by
1	29 th May 2026	Annual review conducted and reaffirmed	MR – Management systems
0	01 st Oct 2024	Policy document is prepared	MR – Management systems