



Employee Health, Safety and Well-being Policy

**KNOWLEDGE MARINE &
ENGINEERING WORKS LIMITED**

*Effective Date: **February 11, 2025***

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www.kmew.in



Knowledge Marine & Engineering Works Limited (“**KMEW**”) is committed to protect and improve safety along with the emotional and physical health of all our employees, contractors, and those affected by our activities across the world. We believe that all work-related accidents and illnesses are preventable, for which each individual has a responsibility for their personal safety and wellbeing and of those working with them.

This is demonstrated by appropriate behaviors and active safety health and wellbeing programme participation. All staff must observe safety, health, and wellbeing rules and are encouraged to immediately report any safety, health, and wellbeing concerns to the management.

Our goal is to ensure that our employees, contractors, and visitors to our businesses leave as healthy, or better than when they arrived. Our aim is to be role model in providing leadership guidelines, to set the standards and expectations for our people, work processes, and working environment.

This policy covers all KMEW operations, where we have direct control of the operations. We will ensure that adequate and suitable arrangements are put in place by the local management teams. When KMEW acquires new entities, the EHS&W policy requirements shall be integrated into these operations in a timely and efficient manner.

We will strive to achieve our purpose through the following measures:

- Provide a safe, healthy, and clean workplace for its employees
- Ensure that all sites will at least meet the relevant statutory obligations and legislation required at a local or national level.
- Maintain a system of periodic audits to assess the effectiveness of management systems, compliance with local or national legislation and group standards. For our ships and selected offices, this means certifying to ISO 45001.
- Conduct risk assessments to identify hazards and manage risks appropriately. Where there is complexity like process risk, systematic process risk reviews shall

be undertaken, and relevant control plans developed. We shall not compromise safety in the pursuit of commercial advantage. We shall strive to provide a safe, healthy, and clean working environment for our employees and all those who work with us. Technical standards developed all High Risk and critical activities across the operations sites.

- Influence our business partners in enhancing their safety, health, and wellbeing standards.
- Maintain systems of work to ensures:
 - ✓ Adequate control of risks to safety, and mental and physical health arising out of our undertakings.
 - ✓ Consultation and participation with our employees and contractors on matters affecting their safety, health, and wellbeing through Safety Action Groups.
 - ✓ The provision of information, instruction, adequate training, and supervision for employees.

That reporting of accidents and potential hazards are proactively encouraged and investigated to prevent recurrence. Our efforts to avoid accidents and cases of work related ill health

This policy provides the framework for setting and reviewing objectives. This policy will be reviewed, altered or amended by the Board of Directors once in 3 years, to ensure it remains effective.

Signed by

Sd/-

Saurabh Daswani
Managing Director,
Knowledge Marine & Engineering Works Limited

Date: February 11, 2025