



आरईसी
REC

असीमित ऊर्जा, अनन्त संभावनाएं
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A MAHARATNA COMPANY

OCCUPATIONAL HEALTH AND SAFETY POLICY 2025

ANNEXURE- I





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Disclaimer

This is a compilation of HR policies and their amendments, which may not contain information/ clarifications shared on official mails, IOMs, notes etc. In case of any inconsistency/ doubt, please reach out to Policy Desk of HR Division.





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Occupational Health and Safety Policy



Occupational Health and Safety Policy

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Occupational Health and Safety Policy

1. Purpose

REC Limited is committed to ensuring a safe and healthy work environment for all employees, contractors, consultants, visitors, and other stakeholders. This policy aligns with The Occupational Safety, Health, and Working Conditions Code, 2020 (OSH Code, 2020) and aims to promote the highest standards of occupational health and safety (OHS) in our workplace and project site inspections.

2. Scope

This policy applies to all REC Limited employees, contractors, consultants, and any other individuals engaged in the company's operations, including visits to borrower project sites

3. Guiding Factors for health and safety of the employees

3.1 Workplace Safety

- Maintain clean and orderly workspaces.
- Ensure proper ventilation, lighting, and ergonomics.
- Implement emergency procedures and conduct regular drills.

3.2 Building Safety

- Install and maintain fire safety equipment, including fire alarms, extinguishers, and sprinkler systems.
- Ensure clear access to emergency exits and evacuation routes.
- Conduct regular fire drills and emergency evacuation exercises.
- Implement access control systems to prevent unauthorized entry.
- Install security cameras and hire professional security guards to monitor premises.

3.3 Site Inspections

- Ensure that all site visits are conducted with appropriate safety gear and protocols.

3.4 Incident Reporting and Investigation

- Establish a system for reporting and investigating accidents, injuries
- Take corrective actions to prevent recurrence.

3.5 Health and Wellness Programs

- Promote health and wellness programs, including regular health check-ups and stress management workshops.
- Provide access to medical facilities and first aid.



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3.6 Training and Communication

- Conduct regular OHS training for all employees, contractors, and suppliers.
- Communicate safety policies and updates through meetings, emails, and notice boards.

4. Roles and Responsibilities:

4.1 Employer Responsibilities

- Ensure a safe and healthy work environment.
- Provide necessary safety training.
- Conduct regular health and safety assessments.
- Implement measures to prevent accidents, injuries, and occupational diseases.
- Ensure compliance with all relevant legal and regulatory requirements.

4.2 Employee Responsibilities

- Follow all safety procedures and guidelines.
- Report any unsafe conditions or incidents to management
- Participate in safety training programs.

4.3 Supplier Responsibilities

- Comply with REC Limited's OHS policy and safety standards.
- Ensure their employees and subcontractors follow safety procedures and use appropriate safety equipment.

5. Monitoring and Review

- Regularly monitor and review the effectiveness of the OHS policy.
- Update the policy as needed to reflect changes in regulations and company operations.

6. Conclusion

REC Limited is committed to fostering a safe and healthy working environment, complying with the OSH Code, 2020, and continually improving OHS practices. The company expects all stakeholders to actively participate in achieving these objectives.

