

## **GMR Hyderabad Air Cargo**

(A Division of GMR Air Cargo and Aerospace Engineering Limited)

### **Occupational Health & Safety Policy**

We, at GMR Hyderabad Air Cargo (GHAC), consider Occupational Health and Safety Management System as an integral part of our business and are committed to conduct the operations in a safe manner in-line with our Vision, Mission, Values & Beliefs and Corporate Policies. We are committed to achieving sustainable growth and continual improvement of Occupational Health and Safety performance through:

- Provide necessary resources for the implementation of Health and Safety policy.
- Providing safe and healthy working conditions for the prevention of work-related injury and ill health.
- Elimination of hazards and reduce OH&S risks.
- Impart training to all employees including outsourced employees with an emphasis on developing safety-oriented skill.
- Encourage a “Non - Punitive Safety Culture” for identification and reporting of hazards.
- Comply with all relevant statutory, legal regulations and customer airline requirements on Health and Safety.
- Encourage a positive Safety & Security culture for effective management of risks, develop safety assurance programs and promote continual improvement of the Safety Management System with utmost prominence.
- Zero tolerance towards intentional operational behaviour that threatens his/her or others’ health & safety or the safety of data/property/cargo; an appropriate disciplinary action shall be initiated for non-compliances.
- Ensure that no penalty or disciplinary action will be taken against any employee who reports any hazards, potential hazards or circumstances affecting safety, unless such disclosure indicates, beyond any reasonable doubt, an illegal act, gross negligence, or a deliberate or wilful disregard of regulations of procedures.
- Prevent ill health and injury by providing a healthy and safe work environment in consultation with Employees and Stakeholders.
- Ensure the policy is communicated and reviewed periodically.

This Policy is communicated to all persons within GMR Hyderabad Air Cargo and is made available to relevant interested parties, as appropriate.



Issued Date: 12-May-2023

Chief Operating Officer