



JUPITER WAGONS LIMITED

CIN: L28100MP1979PLC049375

Occupational Health and Safety Policy



1. Preface

Jupiter Wagons Limited (also referred to as “JWL” or “the Company”) is committed to the continuous enhancement of safety standards to ensure the provision and maintenance of a safe and healthy work environment for all employees and workers. The Company upholds its obligation to comply with national and international safety regulations, with a focus on driving ongoing improvement in workplace safety practices. The Occupational Health and Safety (OHS) Policy (also referred to as “the policy” or “this policy”), affirms JWL’s unwavering commitment to safeguard the health and safety for all the stakeholders, including employees, contractors, visitors, and other individuals associated with its operations.

2. Scope

This policy applies to all areas of JWL’s operations, including its value chain activities. It encompasses all employees, workers, contractors, visitors, value chain partners and other stakeholders involved in or impacted by the Company’s operations.

3. Policy Commitments

JWL is committed to nurture a culture centred on safety and employee well-being. JWL continuously monitors and enhances its occupational health and safety protocols, aligned with the provisions of the Factories Act, 1948, the Occupational Safety, Health, and Working Conditions Code, 2020, and the international ISO 45001:2018 standard.

- a) Adhere to applicable national, regional laws and Indian Railways standards to uphold a safe and healthy working environment.
- b) Proactively identify and eliminate potential hazards that could harm employees, workers, and stakeholders, thus preventing accidents, injuries, and property damage.
- c) Ensure the provision of clean drinking water, sanitation facilities, and hygiene amenities at all offices, worksites, and manufacturing locations.
- d) Recognize, develop, and implement procedures aimed at minimizing risks through collaborative efforts in designing workplace layouts, assignments, and organizational structures, thereby enhancing systems and processes to manage and mitigate potential emergencies.
- e) Enhance skills, knowledge, and competency among employees and workers through suitable educational and training programs focused on promoting safe work practices.
- f) Instil a safety culture through leadership commitment and empowerment.
- g) Encourage value chain partners to comply with legal standards, embrace health and safety policies, and continually improve their performance.



- h) Take proactive measures to report all incidents, conduct thorough investigations into root causes, and ensure that lessons learned are shared and implemented across all relevant departments.
- i) Continuously monitor the health and safety performance by periodically reporting on key indicators as per the reporting standards requirements such as BRSR, GRI etc.
- j) Develop and implement effective emergency plans and procedures to promptly respond to accidents, incidents, and other emergencies.

4. Implementation

The Policy is intended to communicate all employees and workers. It is also prominently displayed on the Company's internal communication portals to ensure accessibility and awareness.

The implementation, adherence, and compliance with the Policy are monitored and evaluated by the respective Functional Heads of Departments and Unit Heads of the Company at regular intervals to ensure its effective execution.

All grievances or complaints related to any breach of the Policy must be reported to the safety officer and plant HR. These will subsequently be escalated to the plant head to ensure timely and effective redressal of grievances.

5. Monitoring

The BRSR committee will have the primary responsibility for overseeing and establishing the policy, while the designated coordinators will be tasked with its comprehensive implementation.

6. Review and Amendment

This Policy shall be reviewed and evaluated as and when required to establish and confirm that it meets the objectives of the relevant legislation and remains effective. The Board has the complete right to make amendments to this Policy in whole or in part, at any point of time without assigning any reason, whatsoever.