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**MANUFACTURERS OF LEAD ALLOYS, SCRAP BATTERY RECYCLERS & E-WASTE RECYCLERS
CERTIFIED UNIT FROM POLLUTION CONTROL BOARD**

GENERAL SAFETY POLICY

At **Kandan Alloys**, safety is a core value and an integral part of our operations. We are committed to providing a safe, healthy, and environmentally responsible workplace for all employees, contractors, visitors, and stakeholders involved in our **Lead Alloy Manufacturing, Scrap Battery Recycling, and E-Waste Recycling** activities.

To achieve this commitment, Kandan Alloys shall:

- Comply with all applicable health, safety, environmental, and statutory regulations.
- Identify workplace hazards, assess risks, and implement effective control measures to prevent accidents and occupational illnesses.
- Provide a safe working environment, safe equipment, and appropriate Personal Protective Equipment (PPE).
- Ensure all employees receive adequate safety training and understand their responsibilities before performing any work.
- Promote a strong safety culture through employee participation, regular inspections, safety meetings, and continuous improvement.
- Encourage employees to immediately report unsafe conditions, near misses, accidents, injuries, spills, or equipment defects to their supervisors.
- Investigate all incidents to identify root causes and implement corrective and preventive actions.
- Maintain high standards of housekeeping, emergency preparedness, fire prevention, and environmental protection throughout the facility.
- Ensure every employee follows established safety procedures and uses PPE at all times while on duty.
- Take appropriate disciplinary action for violations of safety rules and procedures.

Employee Responsibility

Every employee is responsible for working safely, following company safety procedures, wearing the required PPE, reporting hazards immediately, and actively contributing to maintaining a safe and healthy workplace.

Management Commitment

The management of Kandan Alloys is committed to providing the necessary resources, training, supervision, and support to achieve our objective of **Zero Accidents, Zero Injuries, and Continuous Improvement in Health, Safety, and Environmental Performance**.

Safety is everyone's responsibility. Every job must be performed safely—every day, every time.

