

Occupational Health & Safety Policy

Introduction

At APL Apollo, we place the highest priority on the health and safety of our employees, visitors, and all stakeholders. Our Health and Safety Policy is a fundamental document that underscores our commitment to establishing a secure and healthy work environment. This policy embodies our promise to prevent accidents, mitigate occupational hazards, and foster a culture of safety across our organization. It demonstrates our dedication to ensuring that everyone in our community can work, visit, or interact with us safely and without compromising their well-being. Our policy adheres to the standards set by ISO 45001.

Applicability

We are dedicated to ensuring a secure, safe, and clean working environment for every employee, contractor, customer, and visitor within our facilities. Furthermore, we extend this dedication throughout our value chain by collaborating with our partners and suppliers.

Our Aims

- Zero Harm
- Zero Incident and Injury Rate

Governance

APL Apollo's leadership is committed to overseeing the effective, efficient, and safe operations of the company on its premises, ensuring legal compliance, particularly in health and safety matters. This leadership is supported by location and geography heads who drive health and safety initiatives and legal compliance in their respective areas. Additionally, all employees, in their individual capacities as well as managers and functional heads, bear the responsibility of maintaining and fostering a safe, healthy, and hygienic workplace. The integration of health and safety into the corporate governance structure is supervised by the audit risk and compliance committee.

Internal Safety Committee

At every APL Apollo site, an Internal Safety Committee plays a vital role in upholding safety and health standards. This committee comprises a safety in-charge and four members representing different cross-functional departments. Their duties include conducting daily thorough safety inspections throughout the company premises, meticulously documenting any identified unsafe conditions, providing regular in-house safety training and awareness programs for all unit employees, and organizing routine mock drills. They also oversee the ongoing monitoring and maintenance of firefighting equipment and hold weekly meetings with unit heads to review and improve safety standards within the unit.

Our Approach

We adopt a comprehensive and integrated approach to health and safety, incorporating both preventative and mitigation measures. This includes:

- Conducting periodic health and safety risk assessments to identify operational risks and opportunities.
- Establishing a robust governance structure to review incidents, conduct investigations, and proactively reinforce actions to prevent their occurrence or recurrence.
- Providing appropriate medical assistance to all personnel working within our campuses as needed.
- Maintaining health and safety management systems at the location level, aligning them with the ISO 45001 standard at all our premises.
- Implementing measures to prevent workplace injuries and illnesses, ensuring a safe, healthy, and hygienic working environment for employees, and continuously adapting practices to align with societal care standards.
- Identifying and adhering to relevant health and safety regulations and other commitments.
- Conducting mock drills to ensure that all employees and workers are aware of safety evacuation procedures and know how and when to evacuate the premises.
- Promoting employee involvement through feedback and consultation, offering both generic and role-specific training to enhance health and safety performance.

Reporting

All safety and health-related metrics shall be recorded and transparently reported as per the leading global frameworks.

Review and Amendment

This policy will undergo an annual review to ensure its alignment with any new or evolving regulations.