

S.R.G. NARROW FAB LIMITED

(Formerly Known as S.R.G. NARROW FAB PRIVATE LIMITED)

Registered Office: R.S. NO. 282/P & 285/P, PLOT NO. 4105, ROAD NO.41,

G. I. D. C. SACHIN, TALANGPUR, Surat, SURAT, Gujarat, India, 394230

CIN: U17122GJ2008PLC055476

website: www.srgelastics.com

Mobile No: +91 9879905050

Email Id: srgelastics12@gmail.com

HEALTH AND SAFETY POLICY

(Under Section 6 of the Occupational Safety, Health and Working Conditions Code, 2020 and Rule 55 of the Gujarat OSHWC Rules, 2025)

Name of the Factory: S.R.G. Narrow Fab Limited

Factory Address 1ST: R.S. NO. 282/P & 285/P, PLOT NO. 4105, G.I.D.C. SACHIN, TALANGPUR, SACHIN, G.I.D.C., SURAT, CHORASI, SURAT -394230, GUJARAT, INDIA

Factory Address 2ND: Survey No. 271/P and 272/P, Plot No. 4227, SACHIN GIDC, Road Number 42, Shiva Synthetics, Sachin, Surat, Surat, Gujarat, 394230

Registered Office: R.S. NO. 282/P & 285/P, PLOT NO. 4105, G.I.D.C. SACHIN, TALANGPUR, SACHIN, G.I.D.C., SURAT, CHORASI, SURAT -394230, GUJARAT, INDIA

Policy Effective From: 23/06/2026

Approved By: Dhiraj Ummedsingh Gunecha, Managing Director

1. POLICY STATEMENT

At S.R.G. Narrow Fab Limited, we are committed to ensuring the **highest standards of occupational safety, health, and working conditions** for all employees, contractors, and visitors. This policy is framed in accordance with:

- Section 6 of the **Occupational Safety, Health and Working Conditions Code, 2020**, and Rule 55 of the Gujarat OSHWC Rules, 2025 which mandate every factory to prepare, implement, and periodically review a Health and Safety Policy.

The Company recognizes that accident prevention, health protection, and environmental preservation are essential to sustainable business success. We shall ensure compliance with all applicable provisions of the Code and related rules, notifications, and directives issued by the Labour Department, Government of Gujarat.

2. OBJECTIVES OF THE POLICY

The objectives of this Health and Safety Policy are:



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1. To provide safe and healthy working conditions for all workers and prevent injury or ill- health.
2. To comply with all relevant statutory obligations and promote continual improvement in safety performance.
3. To integrate safety and health considerations into all business decisions and planning.
4. To ensure that all machinery, plant, equipment, and processes are safe and properly maintained.
5. To provide for periodic **medical surveillance, risk assessments, and safety audits.**
6. To establish an effective system of **worker consultation, safety committees and training programs.**
7. To minimize environmental impacts through safe waste handling, energy use, and emissions control.
8. To encourage every employee to take individual responsibility for safety and health.

3. SCOPE AND APPLICABILITY

This policy applies to:

- All persons employed within the premises of S.R.G. Narrow Fab Limited.
- Contractors, subcontractors, and visitors entering or working in the factory.
- All activities, operations, and facilities under the control of the Company.

4. RESPONSIBILITIES AND ORGANIZATION

4.1. Occupier / Managing Director

- Shall be responsible for overall implementation of this policy.
- Shall provide resources, training, and supervision necessary to maintain safe working conditions.
- Shall ensure compliance with all statutory provisions and maintain liaison with the Directorate of Factories.
- Shall conduct annual reviews of the policy and ensure timely updates.

4.2. Factory Manager



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- Shall plan and oversee operational control measures for safety.
- Shall ensure maintenance of statutory records and display of safety policy in English and Hindi.
- coordinate inspections, risk assessments, and emergency preparedness measures.

4.3. Safety Officer (Rule 60)

- Shall advise management on statutory compliance, accident prevention, and training programs.
- Shall maintain and update the **Health Register, Accident Register, and Safety Training Records**.
- Shall organize periodic health and safety audits and submit reports to the management.
- Shall coordinate with the **Safety Committee** as constituted under Rule 62.

4.4. Departmental Heads / Supervisors

- Shall ensure implementation of safe operating procedures (SOPs)
- Shall identify and report hazards and unsafe acts
- Shall conduct daily toolbox talks and maintain PPE discipline.

4.5. Workers

- Shall comply with all safety instructions and report unsafe conditions.
- Shall use PPE properly and refrain from tampering with safety devices.
- Shall participate in health examinations and training programs.

5. HEALTH AND SAFETY PROVISIONS

5.1. Workplace Safety and Environment

- The workplace shall be kept clean, adequately lit, ventilated, and maintained compliance with **Rules 50-54 of UP OSHWC Rules, 2022**.
- Noise, dust, fumes, and vibration levels shall be controlled within permissible limits,
- All hazardous substances shall be stored and labelled in accordance with Schedule IX.



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5.2. Machinery and Equipment Safety

- All moving parts of machinery shall be properly fenced
- Periodic inspection, preventive maintenance, and safety testing shall be carried out.
- Lockout-Tagout (LOTO) procedures shall be followed for repair and cleaning operations.

5.3. Electrical and Fire Safety

- Electrical installations shall conform to the Indian Electricity Rules and be tested at least once a year.
- Adequate fire-fighting equipment shall be installed, maintained, and tested as per Rule 58.
- Fire drills shall be conducted at least once every six months.

5.4. Occupational Health.

- A **qualified medical officer** shall conduct pre-employment and periodic medical examinations as required under Schedule XIII.
- The **Health Register (Form-11)** shall be maintained.
- Health surveillance will include tests for exposure to dust, chemicals, or other hazardous agents.
- Canteen, drinking water, washing and restroom facilities will be maintained as per Chapter V of the code.

6. EMERGENCY PREPAREDNESS AND RESPONSE

- An **On-Site Emergency Plan** shall be developed, displayed, and updated annually (Rule 67).
- Emergency control rooms, assembly points, and evacuation routes shall be clearly marked.
- The Safety Committee shall review emergency response plans and conduct drills regularly.
- Adequate arrangements will be made for first aid and medical response,

7. SAFETY COMMITTEE AND WORKER PARTICIPATION

In accordance with **Rule 62**, a **Safety Committee** shall be formed with equal representation to management and workers.



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Functions:

1. To review accident causes and recommend preventive measures.
2. To assess the effectiveness of safety programs and training.
3. To review adequacy of PPE and emergency preparedness.
4. To promote communication and participation in health and safety initiatives

8. TRAINING AND CAPACITY BUILDING

- All workers shall receive **induction training** covering site rules, PPE use, emergency response, and safe work practices.
- Periodic **refresher and specialized training** will be provided for workers handling machinery, chemicals, or electrical systems.
- Training records shall be maintained in Form-13 as per the Gujarat OSHWC Rules

9. WELFARE AND WORKING CONDITIONS

- Clean drinking water, canteen, crèche, washing facilities, and restrooms shall be maintained as per Chapter V of the Code.
- Lighting, ventilation, and noise levels shall be monitored periodically.
- The working hours, rest intervals, and overtime shall be regulated as per Chapter VI of the Code.
- Separate facilities for women employees shall be provided, including sanitary and rest facilities.

10. MONITORING, REPORTING, AND AUDITS

- Periodic **internal and third-party safety audits** shall be conducted.
- Records of accidents, near-misses, and dangerous occurrences shall be maintained in Form-24.
- Reports shall be submitted to the Inspector-cum-Facilitator as per statutory requirements.
- Root cause analysis shall be performed for every accident and corrective actions implemented promptly.

11. ENVIRONMENTAL PROTECTION



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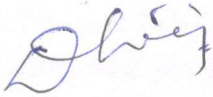
- Effluents, emissions, and wastes shall comply with norms of the Gujarat Pollution Control Board (GPCB).
- Solid waste shall be disposed of as per prescribed methods.
- Energy-efficient and eco-friendly practices shall be adopted wherever possible

12. POLICY REVIEW AND COMMUNICATION

- This policy shall be reviewed **annually** or whenever there are significant changes in process, technology, or law.
- copy of the policy shall be displayed prominently in English and Hindi at conspicuous places in the factory.
- All employees will be informed and trained on the contents of this policy • The Safety Officer shall maintain a record of communication and training sessions related to this policy

13. DECLARATION

We, the management of **S.R.G Narrow Fab Limited**, reaffirm our commitment to protect the health, safety, and welfare of all persons employed in our factory, and to comply with the requirements of the **Occupational Safety, Health and Working Conditions Code, 2020** and the Gujarat OSHWC Rules, 2025.



Authorised Signatory

Name: Dhiraj Umedsingh Gunecha

Designation: Managing Director

Date: 23/06/2026

Place: Surat