



HEALTH, SAFETY & ENVIRONMENT HSE POLICY

R. K. ENGINEERING & CONTRACTOR (RKEC)

OUR COMMITMENT

At R. K. Engineering & Contractor (RKEC), we are committed to conducting our engineering and construction activities with the highest regard for health, safety and environmental protection.

We strive to provide a safe and healthy working environment for our employees, workers, contractors, visitors and other persons associated with our operations.

We believe that every person has the right to work in a safe and healthy environment and that HSE is an integral part of our business and a shared responsibility of everyone working with or on behalf of RKEC.

OUR HSE COMMITMENTS

1. PROTECTING PEOPLE & MANAGING RISK Identify hazards, assess risks and implement appropriate control measures to prevent workplace injuries, occupational health risks, property damage and unsafe conditions. Particular attention is given to high-risk activities including construction-site operations, lifting operations, work at height, equipment usage and electrical work.	5. LEGAL & REGULATORY COMPLIANCE Comply with applicable legal, statutory, regulatory, client and project-specific HSE requirements.
2. COMPETENCE, TRAINING & AWARENESS Provide appropriate induction, training, toolbox talks, safety information and supervision to help ensure employees, workers and contractors are competent to perform their responsibilities safely.	6. PERSONAL PROTECTIVE EQUIPMENT Provide appropriate PPE and promote, monitor and enforce its correct use wherever hazards cannot be adequately controlled through other means.
3. EMERGENCY PREPAREDNESS Maintain appropriate arrangements for foreseeable emergencies and promote awareness of emergency procedures among employees, workers and contractors.	7. INCIDENT & NEAR-MISS REPORTING Encourage prompt reporting of hazards, unsafe conditions, incidents and near misses. Review reports, investigate causes where appropriate and implement corrective actions.
4. ENVIRONMENTAL RESPONSIBILITY Minimize environmental impact through responsible construction-waste management, pollution prevention, efficient use of resources and compliance with applicable environmental requirements.	8. CONTRACTOR & SUBCONTRACTOR SAFETY Ensure contractors, subcontractors and other persons working on behalf of RKEC comply with applicable HSE requirements and contribute to a safe working environment.
9. EMPLOYEE PARTICIPATION & CONTINUAL IMPROVEMENT Encourage employees and workers to participate in hazard identification, reporting unsafe conditions and improving workplace safety. Monitor, review and improve HSE performance and practices.	

RESPONSIBILITY & ACCOUNTABILITY

MANAGEMENT Provide leadership, resources and support to achieve our HSE commitments.	INDIVIDUALS Every employee, worker, contractor and visitor is expected to work safely, follow applicable HSE requirements and contribute to protecting people and the environment.
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NO WORK IS SO IMPORTANT THAT IT CANNOT BE DONE SAFELY.

POLICY COMMUNICATION & REVIEW

This policy will be communicated throughout the organization, displayed at workplaces and made available to relevant interested parties. It will be reviewed periodically to ensure that it remains suitable for RKEC's activities, risks, HSE objectives and requirements.

APPROVED BY

Bhupesh Kale
Managing Director

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Managing Director

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01

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