

Policy on Occupational Health & Safety



APOLLO HOSPITALS ENTERPRISE LIMITED

CIN : L85110TN1979PLC008035

Regd. Office : No. 19, Bishop Gardens, Raja Annamalaipuram, Chennai – 600 028 General
Office : Ali Towers, III Floor, No. 55 Greams Road, Chennai – 600 006 Tel. No. : +91-44-2829
0956, 2829 6117, website : www.apollohospitals.com

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Contents

1. Introduction
2. Purpose
3. Scope and Applicability
4. Definitions
5. Policy

1. Introduction

At Apollo Hospitals Enterprise Limited, we recognize that the foundation of quality healthcare delivery lies in the safety and well-being of our people. This Occupational Health and Safety (OHS) Policy embodies our commitment to creating an environment where employees, patients, visitors, and contractors can trust that their health and safety are paramount. This policy is developed under the framework of internationally accepted standards Occupational Health and Safety Management system ISO 45001:2018. This policy acts as the compass guiding us in our journey of excellence in healthcare while ensuring the highest standards of safety.

2. Purpose

The purpose of this Occupational Health and Safety (OHS) Policy for Apollo Hospitals is to ensure the safety and well-being of employees, patients, visitors, and contractors within our facilities. It demonstrates our commitment to providing a secure work environment, strict compliance with OHS rules and regulations, proactive hazard identification and risk mitigation, employee training and awareness, efficient incident management, and readiness for emergencies.

Additionally, it focuses on promoting physical and mental well-being, setting clear expectations for contractors and visitors, and encouraging a culture of continuous improvement. This policy serves as our guide to maintaining the highest standards of safety while delivering exceptional healthcare services.

3. Scope and applicability

This OHS Policy applies to:

- All employees, including permanent, temporary, and contract workers, of Apollo Hospitals, India.
- Contractors and subcontractors working on Apollo Hospitals' premises.
- Patients and visitors entering our healthcare facilities.
- All Apollo Hospitals locations, units, departments, and operations across India.

4. Definitions

Occupational Health and Safety (OHS): The systematic management of workplace hazards and risks to protect the health, safety, and well-being of employees, visitors, and others.

Hazard Identification: The process of recognizing and documenting potential sources of harm in the workplace.

Risk Assessment: The evaluation of identified hazards to determine the likelihood and severity of potential harm.

Incident: Any unplanned event or situation that causes harm, or damage, or has the potential to cause harm.

Emergency Preparedness: The process of planning, organizing, and training to respond effectively to workplace emergencies.

Contractors: External agencies and their employees engaged by Apollo Hospitals for services within our premises.

5. Policy

- We will continuously enhance our OHS management system to ensure a safe workplace. All levels of management, employees, contractors, and visitors must actively participate in promoting OHS.
- OHS is integral to our operations, and we will allocate resources, training, and support for its effectiveness.
- We shall comply with all applicable OHS rules and regulations in India.
- We will implement internationally accepted and best OHS practices like ISO 45001:2018
- We will establish objectives and targets across all levels to achieve continual improvement in the OHS performance through management systems, standard operating procedures, guidelines and deploying the necessary resources to achieve the same.
- We will promote the health and well-being of our employees through wellness programs and initiatives.
- We will actively identify and mitigate the health & safety risks that arise from the activities and services of our business operations. We will especially focus on reducing the chemical and biological hazards from the handling and spill control procedures.
- We are committed to ensuring the provision of safe equipment and promoting safe work practices by providing suitable Personal Protective Equipment's (PPEs).

- We will continuously monitor, evaluate and improve our safety measures by conducting workplace monitoring and hygiene surveys to ensure alignment with our mission of providing the highest quality healthcare services.
 - We shall report and record all the incidents, near misses which will be investigated and analyzed to prevent recurrence.
 - We will provide adequate training and capacity building to employees, contractors, visitors and patients to raise awareness, responsibility and accountability towards OHS.
 - We will develop and maintain emergency response plans to address potential workplace emergencies.
 - We will regularly monitor and review our OHS performance for improvement.
 - We will foster open communication and consultation with employees, contractors, and stakeholders on OHS matters.
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