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Health & Safety Policy

Introduction

Tractors and Farm Equipment Limited (TAFE) prioritizes health and safety across its operations to ensure a secure environment for all stakeholders. Our core values shape our beliefs and guide our business practices daily. TAFE emphasizes personnel safety through process design, safety practices, training, and supervision. We are dedicated to customer satisfaction through the reliable and safe products we provide.

Objective

TAFE is committed to promoting safe workplace conditions through continuous improvement in safety awareness, skills, and stakeholder competence to prevent injuries and health issues.

- Ensure compliance with health & safety laws, standards, and regulations.
- Target elimination of major and minor injuries in the workplace
- Implement comprehensive training programs for our workforce as well as product users
- Implement a robust monitoring system to track and mitigate workplace hazards.
- Establish comprehensive training programs for stakeholder awareness, and knowledge.
- Promote physical and mental well-being to foster a healthy workplace culture.
- Prioritize customer safety with high-quality and safe products.
- Align with Integrated Management System, including ISO 45001 across units.
- Support safe work environments through appropriate interventions

Scope of Application

This policy applies to all TAFE manufacturing units, and their offices.

Workplace Health & Safety

TAFE has established the following guidelines to enhance its commitment to safety and employee well-being, encompassing employees, contractors, and interested parties.

- Implement a robust Occupational Health and Safety Management System (OH&SMS).
- Conduct risk assessments to identify and address health hazards.
- Conduct risk assessments to identify health and safety hazards, and address them through appropriate interventions (LOTOTO, WCM Safety pillar, etc.)
- Provide and ensure repair/maintenance/upgradation of equipment to prevent hazards.
- Mandate the use of appropriate personal protective equipment (PPE).



- Establish procedures for safe handling, storage, and disposal of hazardous materials.
- Undertake measures to mitigate health disturbances from raw materials, heat, and noise.
- Ensure warning signs and emergency response instructions in high-risk areas.
- Monitor and enforce safety measures with appropriate signages.
- Conduct periodic mock drills, and internal audits to maintain health & safety compliance.
- Revise health & safety manuals regularly to incorporate updated systems.
- Provide safety and emergency response training, including disaster preparedness.
- Conduct regular health checkups and provide health insurance for workforce well-being.

Customer Health & Safety

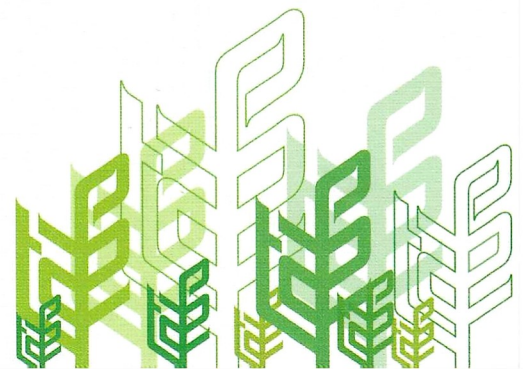
TAFE has established the following guidelines to ensure customer health & safety in line with its commitment to delivering exceptional products and services:

- Implement robust quality control measures through programs such as WCM, JQUEST, and TQM to work towards achieving zero defects.
- Evaluate products under real-time field conditions to ensure safety, performance, and compatibility.
- Capture customer feedback throughout the product lifecycle to enhance safety and performance.
- Design and maintain facilities and service operations to meet safety standards for customers.
- Provide clear instructions and warnings for safe product use and maintenance.
- Maintain effective systems for customers to report safety concerns promptly.
- Undertake necessary corrective actions and communicate promptly during safety recalls if needed.
- Establish a comprehensive emergency response plan, including evacuation procedures.
- Regularly review and update health and safety protocols based on customer feedback.

Governance & Monitoring

TAFE expects full adherence to the safety manual and guidelines by its workforce. The following outlines the specific responsibilities of the company management to ensure prompt and effective compliance with OH&SMS requirements:

- Establish and review health & safety policies, procedures, objectives, and targets.
- Ensure OH&SMS conforms to applicable laws and standards.
- Provide adequate resources for effective OH&SMS implementation.
- Appoint a management representative (MR) for ISO 45001:2018.
- Monitor internal audit results and effectiveness of corrective/preventive actions.
- Evaluate and report on health & safety performance.
- Identify training needs based on competency assessments.
- Conduct training to implement OH&SMS processes.



Awareness on Health & Safety

TAFE ensures effective communication within its business processes and with stakeholders to uphold compliance with applicable health & safety laws through the following mechanisms:

- Supplier Code of Conduct expects continuous improvement in occupational health and safety, including management systems like ISO 45001.
- Workers at all levels are encouraged to report hazardous situations for preventive and corrective action.
- Complaints are forwarded to the Management Representative (MR) at plants for corrective action approval by the Head of the plant.
- Workers' representatives are consulted for participation in decision-making on OH&S processes.
- Safety manuals are established to ensure worker awareness of safety protocols.
- Training, resources, and information on OH&S management systems (OH&SMS) are provided.

Policy Review Mechanism

This Policy is reviewed periodically by the relevant stakeholders/department and may be amended or modified based on any subsequent changes to applicable regulations or when deemed necessary to enhance our approach and commitment to health and safety.

Issuing Authority:



Sandeep Sinha

Chief Executive Officer, TAFE

