'SAFETY FIRST' IN OUR DNA

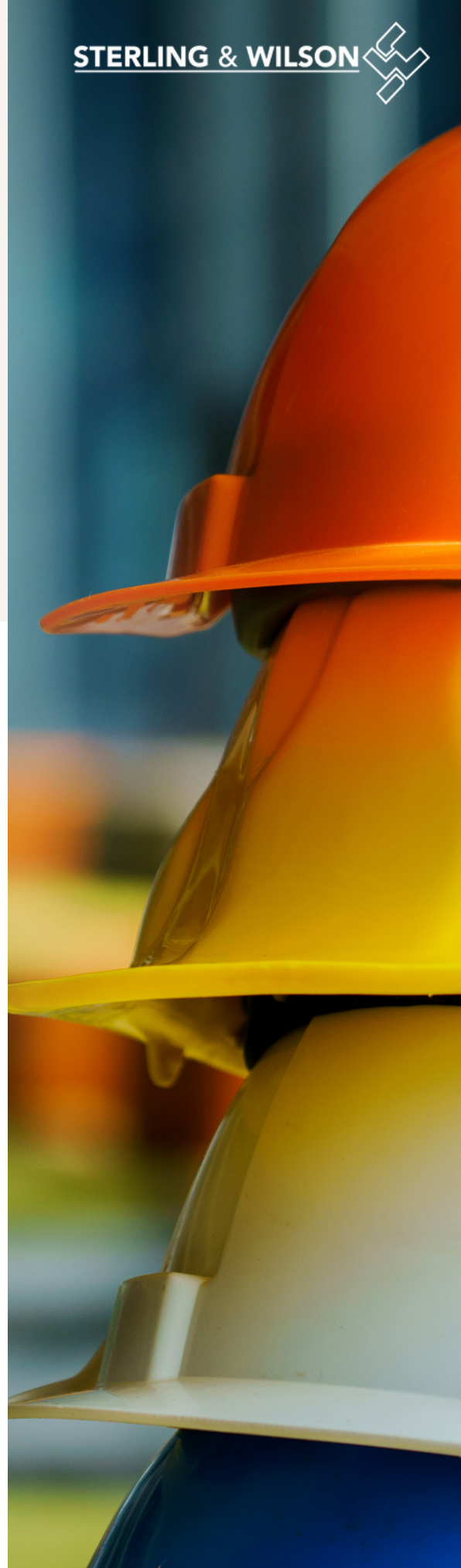## A deep dive into Sterling and Wilson's HSE practices

Workplace safety has always been a critical issue for companies, but it has become even more crucial after the onslaught of the COVID-19 pandemic. The **World Day for Safety and Health at Work**, observed on April 28 every year, reminds us to recognise the importance of creating a safe and healthy work environment for employees. This year, we are proud to celebrate the occasion by highlighting our commitment to safety and well-being of our workforce.

Putting safety first: our values and vision

Safety is a core value at Sterling and Wilson. It is not just about compliance for us, but a constant endeavour to create a safe and healthy work environment for our employees, contractors, and stakeholders.

Our safety culture is based on five pillars: **leadership commitment, employee involvement, hazard identification and risk assessment, safety training,** and **continuous improvement.**

As a business that operates across continents, Sterling and Wilson maintains the highest level of HSE standards, and follows a zero-tolerance policy for safety violations.

Our commitment to OHS risk assessment

Our teams globally are committed to ensuring that all projects are completed and handed over safely, in line with the client's expectations. All our sites have a project-specific robust OHS plan to address any challenges during project execution and operation.

We recognise and understand that Occupational Health and Safety (OHS) risks vary across different locations and geographies, and hence regularly review our approach to ensure that it stays up-to-date and relevant. We also encourage feedback and inputs from our employees and stakeholders to improve our approach towards OHS, periodically.

Taking action: our safety mechanisms

In addition to conducting risk assessment to identify potential hazards and implement controls to eliminate or reduce the risk, we also have a robust incident reporting system that encourages employees to report near-misses and accidents to prevent future incidents.

Our HSE management system includes regular safety audits and inspections, mobilisation workshops, strengthening infrastructure, site layouts, and emergency route detailing. We conduct hazard identification and safety campaigns and programs, including medical health check-ups, road safety awareness, and sharing insights on traffic and logistics systems.

We have developed a uniquely designed HSE passport to ensure our employees are appropriately trained and informed about our HSE policies and practices. This passport aims to screen workers to verify personal data like Aadhar Card, age (Prevention of child labour as per statutes), pre-employment medical examination, and appropriate HSE Orientation.

The company also follows the **Stakeholders Engagement Protocol, Community Health & Safety Program, Cultural Heritage Management Program,** and similar other programs for the safety of the local communities around project sites.

To instil the importance of safety amongst all our employees, we have a **safety champion** program that recognises and rewards employees who demonstrate exceptional commitment to safety.

Leveraging technology for safety management

We have implemented a state-of-the-art safety management system to track safety performance, identify trends, and take corrective action. One such technology solution is **ProcessMap**, a world-class HSE software solution that provides a platform to maintain a uniform approach to managing HSE in project sites globally.

It is a powerful tool that helps analyse and predict trends in several parameters of HSE management, allowing us to take proactive measures to prevent incidents and accidents. Through this software, we are able to track and monitor safety metrics such as incident rates, near-miss incidents, and safety audits, in real-time, providing valuable insights into safety performance.

We have received over 60,000 HSE observations across locations, that has helped us take timely corrective action and provide proper training to alter the risk behaviour of the workforce, resulting in overall HSE indices way below the construction industry average.

Recognised for excellence in health and safety

Sterling and Wilson's unique approach towards safety and health has helped create a safe work environment and earned the company several accolades and certifications. The company is certified by ISO 45001: 2018 and OHSAS 45001, globally recognised Occupational Health and Safety Management Systems standards. Our Australian operations have also received the FSA certification.

Below is a snapshot of the milestones achieved in safety at the workplace:

- National Safety Council of India Safety Awards recognised Sterling and Wilson's appreciable achievements in Occupational Safety & Health for two consecutive years - 2021 & 2022
- Sterling and Wilson was awarded the Gold OH&S Award by the OHSSAI 7th Annual HSE Excellence and Sustainability Awards 2022
- Amplus Solar appreciated Sterling and Wilson Group for exemplary performance in completing 1.5 million accident-free safe man hours at their solar plant in Karnataka in 2019

- Sterling and Wilson was recognised for achieving 500,000 man hours without lost time injuries at the solar PV project in Jordan in 2019
- The company also secured the 'Greentech Safety Award' in 2019 for outstanding achievements in Safety Management
- The Global Safety Summit 2021 powered by the World Safety Forum presented the HSE National Award to Sterling and Wilson in the Renewable Energy Sector in 2021

Benefits of a safe work environment

The impact of safety measures on workforce well-being and company performance cannot be overstated. By creating a safe work environment, the company can significantly reduce the risk of accidents and injuries, which can cause physical harm, emotional trauma, and financial loss.

However, the benefits of a safe work environment extend beyond preventing accidents and injuries. It also fosters employee engagement, job satisfaction, and productivity. When employees feel safe and supported, they are more likely to be motivated to perform at their best, leading to increased efficiency and profitability for the company.

Our workforce is our strength

We provide a safe and healthy work environment that includes ergonomic workstations, clean and well-ventilated facilities, and access to medical care.

We also recognise the importance of stress relief programs and have implemented various initiatives to help our employees manage stress and maintain good mental health. Sterling and Wilson also encourages employee engagement in safety programs and initiatives, promoting a culture of safety and well-being.

In conclusion, our company is committed to ensuring the health, safety, and well-being of our employees and stakeholders. **Safety truly is embedded in our DNA!**