

Policy Name	Health and Safety Policy	Date and Issue	19.05.2018, Issue. 0
Approved	Executive Board	Doc Ref. No:	NS-DIRTEC-POL-05

HEALTH AND SAFETY POLICY

Northstar is a leading home builder specialising in space making and urban regeneration with tranquillity and bring happiness by giving life to the structures. The House building division, operating under Northstar Homes, Northstar Elements and Northstar Technical Services develops sites that provide private and affordable housing, on land owned or controlled by the Group. Northstar was founded in 2012. It operates in locations across South Indian states.

Obligations

The company is committed to continuously improve its standard of health and safety throughout its operations. To this end the board provides leadership in health and safety matters by engaging and training the workforce in the achievement of safe and healthy working conditions and promoting best practice as far as is practicable. The board is committed to providing adequate resources to train, monitor and assess the company's health and safety performance and deliver the objectives set for continuous improvement.

Responsibilities

Management:

Will provide and maintain as far as possible:

- A safe working environment
- Safe systems of work
- Plant and substances in safe condition
- Facilities for the welfare of workers
- Information, instruction, training and supervision that is reasonably necessary to ensure that each worker is safe from injury and risks to health
- A commitment to consult and co-operate with workers in all matters relating to health and safety in the workplace
- A commitment to continually improve our performance through effective safety management.

Stakeholders:

- Ensure suppliers, manufacturers and contractors comply with all relevant legislation and compliance obligations.
- The health and safety is every body's responsibility, hence the relevant regulation should be followed whilst on the Northstar place of work or at the construction site.

Workers:

Each worker has an obligation to:

- Comply with safe work practices, with the intent of avoiding injury to themselves and others and damage to plant and equipment
- Take reasonable care of the health and safety of themselves and others
- Wear personal protective equipment and clothing where necessary
- Comply with any direction given by management for health and safety
- Not misuse or interfere with anything provided for health and safety
- Report all accidents and incidents on the job immediately, no matter how trivial
- Report all known or observed hazards to their supervisor or manager.
- Ensuring that all Sub-Contractors working on our sites follow the same safe operating procedures as our Employees

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Application of this policy

We seek the co-operation of all workers, customers, contractors, sub-contractors, suppliers, and other stakeholders. We encourage suggestions for realising our health and safety objectives to create a safe working environment with a zero accident rate.

This policy applies to all business operations and functions, including those situations where workers are required to work off-site.

Organisation

A member of the Executive Board is Chairman of the Health, Safety, Environment and Quality Committee. The remit and constitution of the Committee shall be determined by the Executive Board.

This Corporate Health and Safety Policy is regularly reviewed and supported by a number of issue specific policies and procedures.