



**TM International Logistics Ltd.**  
(A JV of Tata Steel Ltd., IQ Martrade and NYK Holding (Europe) BV)

**Policies of the Occupational Health and Safety**

Policies of the OHS according to ISO 45001:2018

**Policies**

**OUR BELIEF:**

The safety and health of all the people who work in and with the TMILL Group of Companies is our number one priority.

**OUR PRINCIPLES:**

All injuries and work-related illness can and must be prevented.

We all have a duty to prevent harm. No one should be injured as a result of our operations.

All employees and contractors are responsible for their own health and safety and that of their colleagues, with management accountable.

We all have a role to play in managing risk in our operations. Management has additional responsibilities to demonstrate leadership and high standards in health and safety, and is ultimately accountable.

Employee engagement and training is essential.

Everyone must be involved in health and safety every day and have the opportunity to contribute positively to a safer and healthier workplace. Employees must know how to keep themselves and those around them safe. They should receive suitable training on the hazards they face and the control measures to be applied.

Working safely is a condition of employment for all employees and contractors.

A commitment to work safely can only be demonstrated by our actions or inactions.

Excellence in health and safety drives excellent business results.

Without a healthy and safe operation there can be no business.

Safety and health is integrated into all our business management systems and processes.

Sound business decisions cannot be made without genuine consideration for people's health and safety.

The above policy shall be communicated and made available to all employees and other stakeholders.

**Authorised By**  
Ashish Kumar Gupta

**Date**  
January 14, 2020

**Status**  
Approved