

Environmental Health & Safety (EHS) Policy

PRECA aims at providing a healthy and safe environment to the workforce while executing the subject project and also to ensure the compliance of the applicable statutory legislations, regulations and contractual requirements by way of endeavoring to implement the following:

- a. Achieving and sustaining a zero accident status by implementing the applicable statutory, contractual and organizational requirements.
- b. Promoting healthy and safe practices of work in all respects.
- c. Promoting environment friendly products and processes using sustainable technologies in all possible occasions.
- d. Training / orienting by involving the entire workforce to follow the applicable environmental, safety and health guidelines.

The Management will ensure the implementation of the HSE Policy involving our Clients in implementing HSE Policy at all locations.

PRECA is committed to the continual improvement of its Health, Safety & Environment management in the best interest of the project and personnel.



Satish Gottipati

Managing Director

Alcohol & Drug Policy

The unauthorized use, possession, sale, purchase, or distribution of weapons, alcohol, illegal drugs, or the improper/abusive use of legally prescribed drugs, or other intoxicating substances, or being under the influence, while working or while on Company premises, other working locations or while conducting Company business is strictly prohibited. The Company will utilize every reasonable measure to maintain a drug, alcohol and weapon free work environment and expects employees to abide by any and all applicable governmental regulations on this subject. Those who refuse to participate in cooperate with, or abide by the rules of this policy or the terms of this policy are subject to disciplinary action up to and including termination. In some cases of drug, alcohol and weapon possession, because of safety considerations an employee may be terminated immediately. Smoking may be permitted in designated areas only.

The abuse of drug and alcohol directly or indirectly may give rise to health, safety, environment and security problems; as judgment and the decision-making process may become impaired. To curtail this incidence of undesired event arising from this condition, the following policy has been put in place.

- a. Management shall strive to enforce, and maintain minimum indulgence, by all personnel, in undesirable drugs within work environment.
- b. No alcoholic beverages or other intoxicants are to be taken or consumed while at the Factory/site of operations.
- c. Need be, identified sufferers from addictive behavior shall be encouraged to seek medical help, and if possible, treatment assistance shall be accorded.
- d. The Company will not intrude into the right of the individual, but will respect it, in line with the relevant legislation, while pursuing this policy.
- e. Appropriate disciplinary action shall be taken against identified defaulter or addicted personal.



Satish Gottipati

Managing Director