

ESSAR PROJECTS LIMITED

STOP WORK POLICY

It is the Policy on Stop Work of Essar Projects that empowers every employee the duty and right to invoke a stop work order when an employee or stakeholder or the group's assets or the local environment are at or become exposed to risk. The management supports the decision of its employees in the diligent execution of this policy.

Essar Projects has established the following guidelines in achieving the policy objectives,

- Stop Work order shall be invoked if any situation arises due to an unsafe action or behavior or omission or non-action of any party involved in the operation, and if such situation were permitted to continue, may potentially lead to the occurrence of an untoward incident.
- Any person regardless of position, seniority or discipline has the right and duty to invoke the Stop Work policy if in his opinion or judgment, such activity is deemed to be a potential incident.
- No employee shall be faulted or disciplined for invoking the Stop Work order when, upon investigation, it (Stop Work order) was found to be unnecessary. The Stop Work order must be applied in good faith.
- Timing is critical. There should not be any delay in calling for a Stop Work order if a potential risk or threat is imminent or the need arises.

Work that has ceased due to a Stop Work order shall not be resumed until all safety protocols are conducted to the satisfaction of the employee who initiated the Stop Work order or the employee responsible for the Stop Work to be initiated.

The Stop Work Policy is an extension of the Health Safety & Environment Policy of Essar Projects to maintain a safe and secure work environment against any risk or exposure to personal harm, property damage or adverse effects to the environment.



Shiba Panda

Managing Director

Essar Projects Limited

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