



HSE POLICY

DOCUMENT CONTROL

Version	0.1
Type	HSE
Date of Issue	24-Dec-2025
Date of Revision	01-Apr-2026
Date of Next Review	31-Dec-2026

This policy overrides and supersedes all previous policies, either recorded in the QHSE manual or informed through emails, which are related to the topics mentioned here below either in part or in full thereof.

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Version	Date	Author	Changes
0.1	24-Dec-2025	MG-HSE	New Policy

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Health, Safety & Environment (HSE) Policy

Policy Statement

Mevron Global Private Limited is committed to conducting its engineering and operational activities in a manner that ensures the health and safety of all employees, contractors, visitors, and stakeholders, while minimizing adverse impacts on the environment². We believe that all accidents, injuries, occupational illnesses, and environmental incidents are preventable, and achieving **zero harm** is a core business objective.

Our Commitments

- **Safe Workplace:** Provide a safe and healthy workplace by identifying, assessing, and controlling hazards related to our engineering activities.
- **Compliance:** Comply with all applicable Indian legal, regulatory, statutory, and client-specific HSE requirements.
- **Risk Management:** Prevent injuries, occupational illnesses, and property damage through proactive risk management practices.
- **Safe Practices:** Ensure safe practices for working at height, electrical works, lifting operations, and maintenance activities.
- **Environmental Protection:** Protect the environment by reducing waste, preventing pollution, and ensuring proper disposal of hazardous materials.
- **Training:** Provide adequate HSE training, inductions, and toolbox talks to all staff.
- **Culture:** Promote a positive safety culture where employees are encouraged to report hazards and near misses without fear.
- **Emergency Response:** Maintain effective emergency preparedness and response plans and conduct periodic drills.
- **Improvement:** Continuously improve HSE performance through inspections, audits, and management review.

Roles & Responsibilities

Management is responsible for providing resources and leadership to implement this policy¹³. All employees and contractors are responsible for working safely and reporting unsafe conditions immediately.

Authorized Signatory: _____ Date: _____

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Page 2: Safety Induction Checklist

Project/Location: _____ Date: _____

Inductee Name: _____ ID No: _____

Item No.	Induction Topic	Completed (Yes/No)
1	Briefing on Mevron Global HSE Policy & "Zero Harm" objective	
2	Overview of site-specific hazards (Electrical, Lifting, Height)	
3	Use of Personal Protective Equipment (PPE)	
4	Procedures for reporting hazards and near misses	
5	Emergency evacuation routes and assembly point locations	
6	Waste management and hazardous material disposal rules	
7	Location of First Aid kits and Fire Extinguishers	

Acknowledgement: I have received the HSE induction and agree to follow all safety procedures.

Inductee Signature: _____ Trainer Signature: _____

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Page 3: Incident & Near-Miss Reporting Form

Report Type: ☐ Near-Miss ☐ Injury ☐ Environmental Incident ☐ Property Damage

1. General Information

- **Date of Incident:** _____ **Time:** _____
- **Location:** _____
- **Person(s) Involved:** _____

2. Description of Event

(Provide a brief account of what happened and the immediate actions taken)

3. Root Cause Analysis

(Identify why the incident happened—e.g., equipment failure, lack of training, or unsafe condition)

4. Corrective Actions

(Steps taken to prevent recurrence)

Reported By: _____ Date: _____

HSE Officer Review: _____ Date: _____

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