

EHS Policy



(DEEMED TO BE UNIVERSITY)

EHS Policy

SECTION 1: OVERVIEW

1.1. **K**oneru Lakshmaiah Education Foundation (KLEF) acknowledges

its University Social Responsibility (USR) to consistently enhance the performance of its operations in terms of safety, health, and the environment.

1.2. Every member of the KLEF community is required to abide by all health, safety, environmental, and sustainability rules and procedures that have been put in place to safeguard the community's health and safety, preserve and enhance the environment, and support sustainable campuses.

SECTION 2: SCOPE AND APPLICABILITY

2.1. This policy applies to all members of the KLEF community, including faculty, staff, students, visitors, volunteers, contractors, and outsourced employees. It also extends to individuals living in nearby areas and villages surrounding the campus.

SECTION 3: OBJECTIVE

3.1. This policy's objective is to provide information on the framework KLEF has set up to support the University's Environment, Health, and Safety objectives to campus employees, students, visitors, volunteers, and all stakeholders.

SECTION 4: DEFINITIONS

4.1 Occupational Health and Safety:

Occupational Health and Safety (OHS) is a multidisciplinary field concerned with protecting and promoting the health, safety, and well-being of individuals engaged in work or employment.

The primary objective of OHS practices is to create and maintain a safe working environment while encouraging a strong culture of safety within the University.

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4.2: Environment:

The environment refers to the surroundings in which the University carries out its activities. It includes natural and human elements such as air, water, land, natural resources, plants, animals, people, and the relationships and interactions among them.

SECTION 5: PROVISIONS AND GUIDELINES

5.1 Environmental, Health, and Safety Provisions

5.1.1 KLEF is committed to minimizing the risk of injuries and illnesses among employees, contractors, visitors, staff, and students while also ensuring the protection and preservation of the environment.

5.1.2 KLEF adheres to all applicable ethical standards, legal regulations, and other Environmental, Health, and Safety (EHS) requirements established by regulatory authorities, including the National Policy on Safety, Health, and Environment at Work.

5.1.3 The University prioritizes the prevention of accidents and incidents to maintain a safe and secure working environment for everyone.

5.2 Principles for Achieving the Goal of Incident Prevention

5.2.1 People are the University's most valuable asset; therefore, it is essential to provide a safe, healthy, and sustainable working environment for everyone.

5.2.2 The University promotes a work and learning environment free from incidents, emphasizing that injuries and accidents can be prevented.

5.2.3 Effective communication and consultation among all stakeholders are necessary to work together in maintaining a safe workplace.

5.2.4 Every individual shares responsibility for protecting the environment and ensuring personal health and safety, as well as the safety of others. Environmental, Health, and Safety (EHS) practices ensure that all members of the campus community—including staff, students, visitors, volunteers, and stakeholders—consider sustainability and safety in their daily decisions.

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5.3 KLEF's Commitment to Environmental Management System (EMS)

KLEF adopts strong Environmental Management System (EMS) practices and is committed to the following:

5.3.1 Complying with all applicable legal and regulatory requirements established by the Department of Security, Government of India.

5.3.2 Clearly defining and delegating EMS responsibilities and authority at every level of the organization.

5.3.3 Providing appropriate training programs on campus for employees, students, visitors, volunteers, and stakeholders whenever necessary.

5.3.4 Establishing measurable objectives and targets that help strengthen and sustain an effective EMS culture.

5.3.5 Implementing proper procedures for incident reporting, investigation, and corrective actions.

5.3.6 Applying risk management principles across operational, academic, and research activities to reduce potential risks.

5.3.7 Encouraging participation from staff and students in decisions that may affect their health, safety, and well-being.

5.3.8 Ensuring the availability of adequate financial and human resources for the effective implementation of the Environmental, Health, and Safety Management System (EMSMS).

5.3.9 Promoting continuous improvement through regular monitoring, review, and evaluation of environmental, health, and safety performance.

5.3.10 Increasing awareness of this policy across the University through public displays and institution-wide training programs.

SECTION 6: RESPONSIBILITIES

6.1 The executive management of KLEF holds the overall responsibility for ensuring a safe and healthy environment for employees, students, visitors, contractors, and contractual staff.

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6.2 The Executive Chair of the EHS Committee is responsible for implementing this policy and ensuring that its provisions are properly carried out.

6.3 Responsibilities of the EHS Committee Chair

The Chair of the EHS Committee is primarily responsible for the following:

6.3.1 Leading and overseeing the initiatives undertaken by the committee.

6.3.2 Supervising the planning and implementation of health and wellness programs.

6.3.3 Identifying the health and wellness needs of employees and adjusting programs according to available resources and budget.

6.3.4 Coordinating with corporate organizations and external healthcare providers to obtain necessary information and services.

6.3.5 Monitoring and evaluating the effectiveness of health and wellness initiatives to ensure continuous improvement.

6.3.6 Implementing improvement strategies aimed at enhancing the health and well-being of employees, students, visitors, volunteers, and contractors on the KLEF campus.

6.3.7 Ensuring that risk assessments are conducted for all relevant activities.

6.3.8 Supporting risk assessments related to employee welfare and assisting in the implementation of recommended measures.

SECTION 7: REVIEW STATEMENT

7.1. This policy is reviewed once in every two years.

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