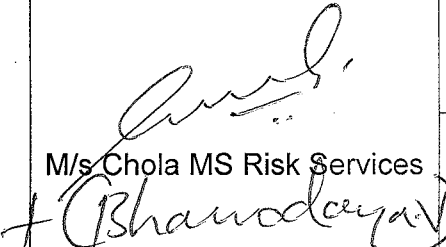
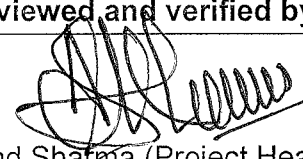
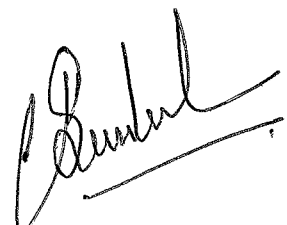
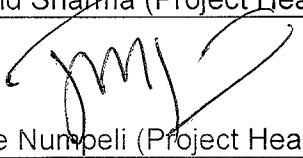

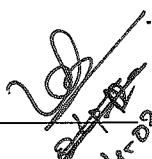


<b>AM/NS INDIA</b> (AMNSIL)	ARCELORMITTAL NIPPON STEEL INDIA LIMITED		Ref:	AMNS/Project/SS/HSEM/02
	HSE MANAGEMENT SYSTEM FOR PROJECTS		Revision No.	00
	HSE SYSTEM STANDARD		Effective Date:	16-12-2022
	LEADERSHIP AND COMMITMENT		Page No.	Page 1 of 7

## SYSTEM STANDARD (SS)

## LEADERSHIP AND COMMITMENT

Prepared by	Reviewed and verified by	Authorized by
 M/s Chola MS Risk Services + (Bhanodaya)	 Arbind Sharma (Project Head)	 Santhosh Mundhada (Executive Director)
	 Jose Numpeli (Project Head)	
	 9/2/2023 Samar Suri (Project Head)	

  
04-02-23

<b>AM/NS INDIA</b> (AMNSIL)	ARCELORMITTAL NIPPON STEEL INDIA LIMITED		Ref:	AMNS/Project/SS/HSEM/02
	HSE MANAGEMENT SYSTEM FOR PROJECTS		Revision No.	00
	HSE SYSTEM STANDARD		Effective Date:	16-12-2022
	LEADERSHIP AND COMMITMENT		Page No.	Page 2 of 7

Document Change Note

Rev. No	Rev. Date	Comments / Changes
00	16-12-2022	New Issue



<b>AM/NS INDIA</b> (AMNSIL)	ARCELORMITTAL NIPPON STEEL INDIA LIMITED	Ref.	AMNS/Project/SS/HSEM/02
	HSE MANAGEMENT SYSTEM FOR PROJECTS	Revision No.	00
	HSE SYSTEM STANDARD	Effective Date:	16-12-2022
	LEADERSHIP AND COMMITMENT	Page No.	Page 3 of 7

## CONTENTS

<b>1. PURPOSE</b>	4
<b>2. SCOPE</b>	4
<b>3. DEFINITIONS AND ABBREVIATIONS</b>	4
3.1 DEFINITIONS	4
3.2 ABBREVIATIONS	4
<b>4. DEMONSTRATING VISIBLE AND FELT HSE LEADERSHIP</b>	5
<b>5. RECORDS</b>	7
<b>6. REFERENCE DOCUMENTS</b>	7
<b>7. ANNEXURES</b>	7

<b>AM/NS INDIA</b> (AMNSIL)	ARCELORMITTAL NIPPON STEEL INDIA LIMITED	Ref.	AMNS/Project/SS/HSEM/02
	HSE MANAGEMENT SYSTEM FOR PROJECTS	Revision No.	00
	HSE SYSTEM STANDARD	Effective Date:	16-12-2022
	LEADERSHIP AND COMMITMENT	Page No.	Page 4 of 7

## 1. PURPOSE

This HSEMS element addresses the top-down leadership and commitment to create the company culture necessary for success in the systematic management of HSE.

The purpose of the procedure is to demonstrate commitment by top management through visible and felt leadership.

## 2. SCOPE

This procedure shall apply to all AMNS project sites and related work areas including contractors to meet -

- Legal and regulatory requirements
- Project specific HSE requirements
- ISO 45001 and ISO 14001 standard requirements
- AMNS HSE Policy

## 3. DEFINITIONS AND ABBREVIATIONS

### 3.1 DEFINITIONS

**Top Management:** Any individual holding managerial role with having overall control on business entity and accountable for the results. This includes CEO, ED, respective department Heads and Heads of respective projects either from AMNS or from Contractors.

### 3.2 ABBREVIATIONS

- CEO - Chief Executive Officer
- ED - Executive Director
- AMNSIL - Arcelor Mittal Nippon Steel India Ltd
- HSE - Health Safety Environment
- SOR - Safety Observation Report
- VFL - Visible Felt Leadership
- MoM - Minutes of Meeting



<b>AM/NS INDIA</b> (AMNSIL)	ARCELORMITTAL NIPPON STEEL INDIA LIMITED	Ref:	AMNS/Project/SS/HSEM/02
	HSE MANAGEMENT SYSTEM FOR PROJECTS	Revision No.	00
	HSE SYSTEM STANDARD	Effective Date:	16-12-2022
	LEADERSHIP AND COMMITMENT	Page No.	Page 5 of 7

#### 4. DEMONSTRATING VISIBLE AND FELT HSE LEADERSHIP

The company aims to achieve an incident and injury free work place and committed to conservation of environment. The Goal of the Management is to prevent accidents, injuries, occupational diseases and to mitigate adverse impacts on environment.

This goal is achieved by giving equal importance to any other business objectives of AMNS, taking HSE into consideration while preparing business plans and integrating HSE process in to day to day operations.

Inline with overall business objectives of AMNS, the Top Management of AMNS recognizes and accepts the responsibility as an employer to provide safe and clean work environment for all its employees, contractors, visitors and any other stake holders and also committed to the protection of the Environment and pollution control.

Needless to mention that the AMNS Management is committed for the compliance of all the applicable and relevant HSE Laws and Regulations as minimum standards and shall strive further to comply with the international standards.

All senior Personnel involved in this project give regards to HSE as top priority in all their day-to-day activities and during their site visits and in meetings by:

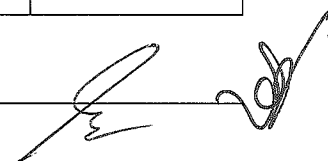
- Set an example by following all the HSE rules and procedures and demand and ensure the same from subordinates and subcontractors
- Ensure that all necessary resources in the form of men, material and facilities are available at site for effective use
- Actively involving in HSE audits, inspections and accident investigation
- Participate randomly in HSE Training and Tool Box Talks
- Conduct and participate in HSE Meetings and promotional activities
- Monitor HSE performance of the project on continuous basis and feed back to the employees

All the Senior Managers, Managers and other key persons shall engage and participate in the following HSE leadership activities to demonstrate commitment to HSE and ensure overall compliance to HSE management system. All such engagement activities shall be recorded and appropriate MOMs shall be prepared with actionable items derived from such activities.



<b>AM/NS INDIA</b> (AMNSIL)	<b>ARCELORMITTAL NIPPON STEEL INDIA LIMITED</b>	Ref:	AMNS/Project/SS/HSEM/02
	<b>HSE MANAGEMENT SYSTEM FOR PROJECTS</b>	Revision No.	00
	<b>HSE SYSTEM STANDARD</b>	Effective Date:	16-12-2022
	<b>LEADERSHIP AND COMMITMENT</b>	Page No.	Page 6 of 7

Activity	Area of activity	Schedule /Frequency	Records
<b>SITE VISITS/ HSE WALK DOWNS</b>			
<b>Site Visits By CEO-</b> <ul style="list-style-type: none"> <li>➤ Site HSE walk around</li> <li>➤ Meeting with staff &amp; workers on site</li> <li>➤ Recognizing and rewarding positive safety behavior of workers</li> </ul>	Selected project & location	Quarterly	<ul style="list-style-type: none"> <li>• SOR</li> <li>• VFL Card</li> </ul>
<b>Site Visits By ED-</b> <ul style="list-style-type: none"> <li>➤ Site HSE walk around</li> <li>➤ Meeting with staff &amp; workers on site</li> <li>➤ Recognizing and rewarding positive safety behavior of workers</li> </ul>	Selected project & location	Monthly	<ul style="list-style-type: none"> <li>• SOR</li> <li>• VFL Card</li> </ul>
<b>Site Visits By Project Heads &amp; Section Heads-</b> <ul style="list-style-type: none"> <li>➤ Site HSE walk around</li> <li>➤ Meeting with staff &amp; workers on site</li> </ul>	Selected project / Cross project sites	Weekly	<ul style="list-style-type: none"> <li>• SOR</li> <li>• VFL Card</li> </ul>
<b>HSE REVIEW MEETINGS</b>			
<b>HSE Review meeting By CEO-</b> <ul style="list-style-type: none"> <li>➤ Review HSE performance</li> <li>➤ Review action plan by Site Management for continual improvement</li> <li>➤ Identify and provide necessary resources/ approvals</li> </ul>	Senior Management HSE review meetings	Quarterly	<ul style="list-style-type: none"> <li>• MoM</li> <li>• Action Plan</li> </ul>
<b>HSE Review meeting By ED-</b> <ul style="list-style-type: none"> <li>➤ Review HSE performance</li> <li>➤ Review action plan by Site Management for continual improvement</li> <li>➤ Identify and provide necessary resources/ approvals</li> </ul>	Senior Management HSE review meetings	Fortnightly	<ul style="list-style-type: none"> <li>• MoM</li> <li>• Action Plan</li> </ul>
<b>HSE Review meeting By Project Heads-</b> <ul style="list-style-type: none"> <li>➤ Review HSE performance</li> <li>➤ Review incidents and corrective measures</li> </ul>	Project HSE review meetings	Weekly	<ul style="list-style-type: none"> <li>• MoM</li> <li>• Action Plan</li> </ul>



<b>AM/NS INDIA</b> (AMNSIL)	<b>ARCELORMITTAL NIPPON STEEL INDIA LIMITED</b>	Ref:	<b>AMNS/Project/SS/HSEM/02</b>
	<b>HSE MANAGEMENT SYSTEM FOR PROJECTS</b>	Revision No.	<b>00</b>
	<b>HSE SYSTEM STANDARD</b>	Effective Date:	<b>16-12-2022</b>
	<b>LEADERSHIP AND COMMITMENT</b>	Page No.	Page 7 of 7

<b>Participation in HSE Incentive Program by Project Heads</b>	Selected project & location	Monthly	Along with Associates
<b>Participate/ lead investigation of LTIs or any high potential incidents</b>	Respective Project Head	As and when incident happens	Incident investigation reports
<b>Ensure Safety Committee formed and Meeting is conducted by respective Associate</b>	Respective Project Head	Monthly	Monitoring database

## 5. RECORDS

S. No.	Title	Maintained by	Retention period
01	Minutes of Weekly/ Monthly HSE meetings and Safety Committee meetings	HSE Department	Until completion of project
02	Safety Observation Reports	HSE Department	Until completion of project
03	Visible Felt Leadership (VFL) Cards	HSE Department	Until completion of project

## 6. REFERENCE DOCUMENTS

AMNS/Project/SS/HSEM/06	Safety organization, roles and responsibilities
AMNS/Project/SS/HSEM/01	HSE Management manual for Projects
AMNS/Project/SS/HSEM/07	Safety Reward and Recognition
AMNS/Project/SS/HSEM/16/F02	Safety Observation Report (SOR)

## 7. ANNEXURES

AMNS/Project/SS/HSEM/02/F01	Visible Felt Leadership Card
AMNS/Project/SS/HSEM/02/F02	Minutes of Meeting format

### FRONT SIDE

**AM/NS  
INDIA** Arcelor Mittal Nippon Steel India Ltd

### Visible Felt Leadership Card (VFLC)

<b>Position of people:</b>		
Position	Safe	Unsafe
Posture	Safe	Unsafe
Visible to co-workers	Yes	No
Eye not on task	Yes	No
Hazard knowledge for the task	Adequate	Poor
Skill to perform task	Adequate	Poor
In line of fire	Yes	No
<b>Tools &amp; Tackle:</b>		
Tool (s) for the task	Right	Wrong
Tools condition	Good	Bad
Tools used correctly	Yes	No
Hazard awareness for tool used	Adequate	Poor
<b>Procedures</b>		
Procedures available	Yes	No
Understanding of Procedure	Adequate	Poor
Procedures followed	Yes	No
<b>Access/ Egress</b>		
Posing slip/ trip/ fall hazard	Yes	No
Safe access/ egress available	Yes	No
Know & using safe access	Yes	No
<b>Personal Protective Equipment</b>		
Mandatory PPE used	Yes	No
Task specific PPE used	Yes	No
Awareness on correct PPE	Adequate	Poor

### REAR SIDE

Work stopped (If it is imminent danger)	YES	NO
--	-----	----

### Observation:

---

---

---

---

---

---

---

---

---

---

### Action Taken:

---

---

---

---

---

---

---

---

<b>NAME:</b>
<b>DESIGNATION:</b>
<b>LOCATION:</b>
<b>ACTIVITY:</b>






<b>AM/NS INDIA</b>	<b>LEADERSHIP and COMMITMENT MINUTES OF MEETING</b>	AMNS/Project/SS/HSEM/02/F02
		Rev : 00
		Date: 16 Dec 2022
		Page 1 of 1

Subject:		
Venue:		
Attendees:		

Sr. No.	OBSERVATIONS	Responsibility	Action Points	Target Date

