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Occupational Health and Safety Policy

PT Asian Paints Indonesia is committed to ensure safety and protect health of its employees, service providers, visitors, and customers.

Scope and applicability of the Policy:


This Health and Safety Policy is applicable to all the operating sites of PT Asian Paints Indonesia. The operating sites include plant, office and depots which are directly under the control of company. This policy is applicable at work and any business-related travel out of base work location of employee including stay.

Objectives of the Company Management shall be to:

1. Comply with all applicable health and safety statutory regulations.
2. Move towards Zero Injuries, Zero Occupational illnesses and Zero incidents of Property Damage.
3. Comply with the applicable Safety Manual to achieve its safety, health, and well being objectives.

The Company Management shall:


1. Ensure compliance with all applicable legal regulations on health and safety.
2. Integrate safety, health, and wellbeing into all business processes and educate employees on define health and safety procedure.
3. Ensure that all activities across the value chain are conducted as per the defined health and safety procedures, including:
 - a. Selection and evaluation of suppliers, contractors, and other service providers
 - b. Research leading to development of new products and services.
 - c. Design, engineering, construction, and commissioning of new projects.
 - d. Adopting principles of inherent safe design.
 - e. Operating and maintaining plant and other facilities in accordance with the designated safety criteria throughout their working life.
 - f. Distribution of products.

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- g. Technical service at customer sites and other consumer interfaces.
4. Educate customers on safer use of products.
 5. Provide safe and healthy working conditions for the prevention of work-related injury and ill health of employees and service providers.
 6. Ensure that adequate resources, support, and supervision are provided to employees and service providers to carry out their job safely and continually upgrade health and safety standards.
 7. Conduct risk assessments, safety audits and safety inspections at prescribed frequency and take all remedial measures to eliminate hazards and reduce occupational health and safety risks, arising out of operations.
 8. Maintain a comprehensive On-Site Emergency Plan and related facilities to handle emergencies.
 9. Define roles and responsibilities of employees in the safety organization of the plant / facility / operations.
 10. Keep employees and service providers informed, educated, trained and retrained on safety, health and wellbeing to ensure safe conduct of their jobs.
 11. Establish mechanisms for consultation with employees and their representatives, contractors, suppliers, customers, and regulators to promote safety and building a safe work culture.
 12. Establish mechanisms for participation of employees including their representatives wherever applicable.
 13. Ensure that each employee including contractors and visitors comply with all safety rules and regulations framed for the operation.
 14. Extend all possible help to industries / depots / offices around PT Asian Paints Indonesia Operations in case of emergencies.

The Company shall ensure effectiveness of this policy through:

1. Setting goals and objectives on safety and health review these periodically to ensure that these are being met.

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2. Analysis of health and safety incidents, identification of root causes and implementation of corrective and preventive actions (CAPA).
3. Appropriate action, in case of a violation by an employee, as per rules and procedures framed for the purpose.
4. Review of this policy annually or on significant changes in business.
5. Periodic review of the safety and health standards for their continued appropriateness and effectiveness.

Abhilasha Kannan

President Director

PT Asian Paints Indonesia

1st July 2022