

ENVIRONMENT, HEALTH AND SAFETY POLICY

Purpose

The Purpose of this policy is to implement and manage a system of accountability for health, safety and environment roles and responsibilities at levels of the Company. Bharat FIH is committed to ensure a safe and healthful workplace and protect the environment.

Scope

Applicable to all employees of BHARAT FIH - on rolls and on contract.

Policy

Our EHS management system is established on the following principle:

- Comply with laws, regulations, and organizational requirements applicable to our operations
- Establish methods to use energy more efficiently, reduce waste and prevent accidents
- Conduct periodic assessments to verify and validate EHS performance

The Company provides information to Employees about workplace EHS through regular internal communication such as:

- a. Training sessions
- b. Team meetings
- c. Bulletin board postings
- d. Memorandums
- e. Other written communication

Employees are expected to obey safety rules and exercise caution and common sense in all work activities. Employees must report any unsafe conditions to their reporting managers. Employees must also take due care of the instruments and equipment provided to them and any alteration in the working parameters of the equipment or malfunction of the equipment should be brought to immediate notice of their reporting Managers.

Each employee is responsible for safe keeping and daily maintenance of the equipment provided to them and in case of equipment malfunction it is the employee's responsibility to follow up with the respective equipment service and maintenance provider for suitable corrective action at the earliest.

a. EHS Team

EHS Team is responsible for the Emergency Preparedness Plan and its execution. Their responsibilities are as follows.

- f. Conduct periodical mock drill
- g. Form Emergency Brigade Team as a cross functional team and manage its function

- h. Communicate emergency contact numbers to all employees
- i. Conduct periodical training programs on the effective utilization and functioning of the safety systems

b. Safety Precautions

Shop Floor in charge and other installation supervisors will issue adequate safety precautions to be observed with reference to each machinery. However, all employees should observe basic safety precautions while moving inside the premises and any violation of Safety aspects will be seriously viewed.

c. Health Related Issues

Employees who become aware of any health-related issue, including pregnancy, should notify their Superior, and/or Departmental Manager, and HR of health status. A written "permission to work" from the Employee's doctor may be required at the time or shortly after notice has been given. The doctor's note should specify whether the Employee is able to perform regular duties as outlined in his/her job description. A leave of absence may be granted on a case-by-case basis. If the need arises for a leave of absence, Employees should notify their Superior and/or Departmental Manager and/or HR. An Employee suffering from serious infectious and contagious disease such as Hepatitis, Aids, Tuberculosis, shall immediately report such infection to Management.

d. Employee requiring Medical Attention

In the event an Employee requires medical attention, whether seriously injured or becoming sudden ill while at work, the employee's personal physician or family member shall be notified immediately.

If it is necessary for the Employee to be seen by the doctor or go to the company, a family member shall be called to transport the Employee to the appropriate facility.

If an emergency arises requiring Emergency Medical Services to evaluate the injury/medically unfit of an Employee on-site, the Employee will be responsible for any transportation charges. Furthermore, Employees shall not be responsible for transportation of another employee due to liabilities that may occur. A physician's "return to work" notice may be required.

Disclaimer

The company reserves the unconditional right to change, amend, modify and/or rescind this policy at any time.