



INTIMAR SERVICES PRIVATE LIMITED

HEALTH, SAFETY & ENVIRONMENTAL POLICY

NOTICE

This Health, Safety & Environmental Policy is the property of Intimar Services Private Limited. These documents are not for general distribution and are meant for use only for the person they are specifically issued to. These documents shall not be loaned to anyone, within or outside Intimar Services Private Limited, including its customers.

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1. Objective

Our Health, Safety & Environmental Policy provides a broad framework to ensure that all stakeholders comply and adhere to all the applicable Health, Safety & Environmental laws in respective jurisdiction.

2. Scope

This policy applies to all our employees across India regardless of employment agreement or rank.

3. Eligibility

All employees at Intimar Services across all job levels are included in this statement.

4. Health & Safety

- We shall identify hazards and assess risks pertaining to our operations on a periodic basis.
- We shall carry supervision activities on a periodic basis at all locations to monitor and control employee health and safety matters.
- We shall implement a robust governance to review incident, investigate and strength proactive deployment of actions to avoid occurrence or recurrence.
- We shall provide necessary assistance & insurance as required by the Health & Safety laws and regulations of respective jurisdictions.

5. Environment

Undertake initiatives to promote greater environmental responsibility such as:

- Responsible waste management and disposal.
- Reduction of greenhouse gas and other emissions harmful to the environment.
- Conservation of non-renewable natural resources.

6. Sustainability

On certain issues where we have more stringent internal requirements, we operate to even higher standards than what is required by law. We also strive to help our corporate clients be better stewards of the environment by integrating sustainability goals and priorities into their non-core strategies. Our teams specialize in a few key areas such as:

- Sustainability strategy: We help companies factor the full range of social, environmental and economic issues into strategy development and execution of non-core operations.
- Sustainable operations: We work to optimize use of natural resources with emphasis on supply chain efficiency initiatives and supply security and resilience through socially and environmentally responsible practices.

7. Effective Date

This Policy is effective from January 1, 2020.