



## Environment, Health and Safety Policy

Version 1.0

**NIRAMAI Health Analytix Pvt Ltd**

A7-506, Elita Promenade, J P Nagar 7<sup>th</sup> Phase, Bangalore - 560078

Signed by



Geetha Manjunath

(Director)

Date: 15-June- 2017

For employees of Niramai Health Analytix Private Limited



## 1. Preamble

We believe that sustainable success can be reached only through people. No other asset in the company is as important as the people that contribute with their work to our culture and our business results. Therefore, we devote all the necessary energy and attention to protect employees, contractors and any other people involved with the company along the value chain, including suppliers, customers and the public.

## 2. Objective

Environment, Health and safety Policy is framed with an objective to ensure health and safety of all employees of Niramai Health Analytix Pvt. Ltd. ("Company") directly or indirectly engaged in the business process at workplace and also protecting the environment.

## 3. Applicability

The Code shall apply to all the employees of Niramai Health Analytix India Pvt. Ltd.

## 4. Occupational Health and Safety Policy

Company is committed to the provision of safe and healthy working conditions of its employees. Safety is a shared responsibility between Company and its employees. Every employee has a level of accountability for ensuring their own safety and the safety of others.

We actively pursue our goal of an injury-free working environment and support any endeavor to prevent injury and harm.

Company will:

- Provide and maintain safe and hygienic working environments.
- Identify, assess and control hazards as far as practicable.
- Minimize damage to the environment and conducting operations to ensure efficient use of resources.
- Develop and implement safe working practices and procedures that aim to ensure as a minimum, compliance with relevant legislation and to the good industry practices.
- Allocate resources to fulfil this commitment of the policy.
- Review and audit safety against OH & S objectives and targets, to support continual improvement of OH & S performance.

## 5. Social Accountability Policy

Company wants to confirm the importance of creating a work environment that is socially responsible and that favours the professional growth of all employees, in compliance with local and international laws and human rights. For this purpose, the Company guarantees respect for the following requirements:

### BASIC WORKING CONDITIONS

Respect for the freedom and dignity of employees.

### CHILD AND FORCED LABOUR

The use of child labour is forbidden, and this policy is also promoted with the interested parties. Employing personnel against their will and making use of any kind of labour under threat of punishment is forbidden.



#### WORKING HOURS AND REMUNERATION

Company guarantees payment of the salary as per the current legislation, making sure that it is sufficient to guarantee a respectable standard for living.

#### EQUAL SALARIES AND DISCRIMINATION

The right to equal pay to men and women for doing the same job is guaranteed.

The right to equal opportunities must also be respected at the time of employment or resignation and in case of promotion. The company shall promote gender equality in providing access to opportunities for training, learning, and participation in decision making.

Any form of discrimination is forbidden, including exclusion or preference based on race, gender, age, religion, political opinion, nationality, or social status.

### 6. Emergency Preparedness and Response

Company is committed to building the ability to respond promptly and appropriately to potential accidents or emergency situations and prevent or mitigate associated adverse impact(s)/risk(s). Annual mock drills are conducted to check the emergency preparedness of the team. An ERT is formed at each floor to co-ordinate during the emergency situations/accidents. The Emergency Preparedness and response procedure is reviewed annually and/or when standards specification need to be revised and updated as necessary.

### 6. Vocational Education and Training Program

Company is committed to creating and offering quality vocational training programs tailored to specific requirements, besides the standard skillset requirements. We aim to provide a robust and relevant VET (Vocational Education & Training) program that can enable India to expand its pool of trained manpower which will contribute to a balanced and inclusive growth.

Environmental, Health and Safety Policy			
Version	Modification Description	Effective Date	Approved by
1.0	Introduction of policy	15-jun-17	Nidhi Mathur