



**VIRESCENT**  
INFRASTRUCTURE

# **Virescent Infrastructure Investment Manager Private Limited**

## **Health, Safety and Environment Policy ('HSE')**

The contents of this Policy are the property of Virescent Infrastructure Investment Manager Private Limited and both, its use and dissemination, are for internal purposes only. This document may not be reproduced, stored or distributed, in any format or by any means, whether electronic or physical, without the prior formal authorization of the Company.

# Health, Safety and Environment Policy ('HSE')

## I. Introduction:

VIRESCENT INFRASTRUCTURE INVESTMENT MANAGER PRIVATE LIMITED ('Company' or 'Organisation') is committed to providing services in a way that employees/ workers/ contractors/ sub-contractors (hereinafter referred to as 'employees') working in their facilities apply the best standards of safety and contribute towards a healthy economy. HSE is one of the core values, which our Organisation strives to achieve for a better future and economy at large.

The Company ceaselessly works along with its employees (the term employees include its part time employees, contractual employees, workers, agents, consultants and other personnel as may be appointed by the Company) in complying with all applicable laws and industry standards in letter and spirit. All the stakeholders of the Company are assured of complete adherence to the industry standards and laws of safety thus laying the foundation for a successful and accident-free working environment.

Our Organisation is committed to maintaining and continually improving its operational and management systems to eliminate hazards and reduce health & safety risks to all our stakeholders including the environment at large.

This HSE seeks to enable the Company to embrace highest standards of health and environmental safety keeping in view the following objectives:

## A. Common objectives:

1. To attain complete safety of the Company's stakeholders without compromising on its principles of sustainability.
2. To ensure that safety of the environment and the people working for the Organisation are given utmost importance.
3. To inculcate amongst the employees, values and attitudes conducive to achieve the goals of this HSE through leadership and empowerment.
4. To comply with all applicable HSE regulations and other legal requirements.
5. To promptly report and investigate incidents of health and environment hazards and prevent occurrence of such incidents in future.

## **B. Health and safety objectives:**

1. To continuously strive towards prevention of accidents, injuries and occupational illnesses at all our sites and offices
2. To set appropriate health and safety criteria driving business operations and decisions in selecting technology, factory sites, plant and machinery, etc.
3. To make arrangements for ensuring safety and absence of risks to health in connection with the use, handling, storage and transport of articles, substances and machinery for employees contractors and interested parties.
4. To ensure that the employees are not affected by exposure to unacceptable risks by provision of sufficient information, instructions, trainings and supervision enabling employees to contribute positively to their own health and safety.
5. To lay down procedures to be followed in the case of mishaps (Emergency response plan).
6. To put in place health and safety metrics in order to monitor progress and continually improve performance.
7. Provide regular HSE training to all employees and contractors associated with us
8. Ensuring for reporting of all incidents to prevent future reoccurrence
9. Ensuring that this HSE policy communicated and made available to employees, contractors and interested parties
10. Conducting regular inspections and audits to ensure adherence of the policy consistently

## **C. Environmental safety objectives:**

1. To ensure minimal impact of the Company's functions on the environment and take necessary steps to reduce carbon footprint as a result of our actions.
2. Control usage and dispose of pollutants in plant by good environmental management practices.
3. To reduce environmental degradation for attaining global environmental harmony.
4. To create awareness and enhance skill and competency of our employees, through participation and consultation, so as to enable them to demonstrate involvement, responsibility and accountability towards protection of environment.
5. To commit towards dealing proactively with climate change issues by efficient use of natural resources, preventing pollution, waste avoidance and recycling, thus ensuring minimal harm to the environment by implementing Green code of the company 3R (reduce, reuse & recycle) and I.E.R (Individual Environment Responsibility)

6. To strive towards supporting and complying with various voluntary national and international protocols, conventions and agreements on environment.
7. To understand environmental priorities and challenges through engagement with the stakeholders and take appropriate actions on key environmental challenges.

While this HSE seeks to provide a robust framework for achieving optimum health and environment safety, it is also the responsibility of all employees and other stakeholders to take utmost care and precautions at an individual level.

## **II. Implementation:**

We shall ensure the availability of appropriate resources at all times to fully implement and communicate this policy to all stakeholders by suitable means. The Chief Operational Officer (“COO”) shall have overall responsibility for implementing this policy and shall take internal/ external approvals wherever necessary.

All complaints reporting incidents of safety/ health and environment hazards shall be filed with the COO.

In case the employees are not satisfied with the compliant resolution or if the complaint is not resolved in a timely manner, the employees may escalate the matter to the COO.

## **III. Protection Against Retaliation:**

Threats or acts of retaliation against individuals who make a good faith report of suspected inappropriate conduct pursuant to Company's HSE policy or provide information in connection with a report by another individual will not be tolerated. Disciplinary action may include the immediate termination of employment.

We will continue to strive for excellence in environmental, health and safety performance.

## **IV. Review And Modification:**

This policy shall be reviewed periodically for its suitability and shall be modified/updated as and when necessary, to accommodate industry, health, safety and environmental changes.