

Environmental Health Safety & Social Policy

GenWorks through the implementation of EHSS policy control, minimize or eliminate environmental & social risks and impacts across all existing and similar future business operations. To achieve its commitment, GenWorks shall:

- ensure compliance with the applicable regulations and legal requirements at local, state, national and, when necessary, international good industry practices, *governing the environment, health, safety and social welfare of the employees.*
- *avoid any workplace injuries, occupational health hazards, illnesses or any other threats to the safety and wellbeing of its employees.*
- *provide appropriate personal protective equipment, training and information dissemination to employees of GenWorks, contractors and service providers.*
- *ensure that EHSS best practices are implemented across GenWorks' supply chain, and that all decision-making with respect to the supply chain takes into account the environment and safety standards of potential suppliers.*
- *provide and maintain facilities, equipment, operations and working conditions which are safe for employees, visitors and contractors at all GenWorks premises.*
- *take measures for environmental conservation and sustainability including reduction of usage of non-biodegradable resources such as fossil fuels and plastic, conservation of energy, waste reduction, etc.*
- *avoid engaging child and forced labour, discrimination among employees, follow disciplinary practices and the system of freedom of association.*
- *Respect human right principles and ensure community safety with GenWorks operations.*
- *delineate respective roles and responsibilities in line with this Policy and ensure that all employees are aware of their roles and responsibilities to fulfill and sustain the policy.*
- *ensure responsible and transparent reporting to the stakeholders on the company's environmental and social performance as per their requirements.*
- *establish a monitoring and auditing protocol for the successful and continual implementation of the Policy.*

Date: 29th December 2020
Place: Bangalore

Kiran Thadimarri
Chief Financial Officer
