

Occupational Health and Safety Policy

Everest Industries Limited is in the building solution business with a vision to improve people's lives by reimagining spaces. The company has a strong commitment to demonstrate excellence in Occupational Health and Safety (OHS) performance and to provide safe healthy working conditions for the prevention of work-related injury and ill health.

This policy applies to the area under the control of Everest. In the fulfillment of this commitment, we shall maintain a continuing effort to:

OHS Management System and drive

- Comply with the applicable legal and other requirements related to OHS.
- Focus on continual improvement of the OHS management system and provides a framework for setting OHS objectives to enhance the OHS performance.
- Allocate sufficient resources to meet the commitment for this policy. Make necessary arrangements for informing, educating, training, and retraining own employees at different levels and the public, wherever required.
- Fixing the responsibility at different levels including the contractor, sub-contractor, transporter, and other agencies entering the premises. Area and specific common services activity in charge are responsible for OHS performance for their respective area or activity.
- Drive the OHS compliance management to capture the deviation and predictive system for corrective and proactive action respectively.
- Eliminate hazards and reduce OHS risks.
- Drive for well-being initiatives of employees to ensure that stress-free and decent workplace environment.

OHS Integration and Techniques

- Integrate OHS requirements into functions, processes, and decisions including those dealing with the purchase of plant, equipment, machinery and material as well as the selection and placement of personnel.
- Consider the OHS performance of individuals while considering their career advancement.
- Relevant techniques and methods such as audit and risk assessment for periodical assessment of the status of health, safety, and environment and taking all the remedial measures.

Engagement, Learning, and Motivation

- Drive for thought alignment to build an OHS-conscious company by organizing awareness sessions, leadership talks, and promoting reward & recognition for OHS.
- Promote involvement, consultation & participation with internal and external stakeholders including workers, and, where they exist, worker's representatives.
- Strive for excellence by learning and adopting the best OHS practices and technologies.

Everest Industries Limited shall communicate this policy within the company and shall be available to interested parties, as appropriate. This policy shall be reviewed periodically or as required.



Rajesh Joshi
Managing Director and CEO
Everest Industries Limited

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