

## Environment, Health & Safety Policy

Gurukrupa Construction is committed to operation & practices which prevent harm to people and damage to the environment and property. The objective of the policy is achieved at all ongoing site locations of GC. At GC, all people have a responsibility for creating a safe work environment by striving to achieve zero tolerance towards hazards, incidents and accidents in the workplace.

In order to achieve this, GC management and staff will:

- Comply with all applicable EHS laws, regulations, standards and procedures of the respective clients and apply more stringent standards and procedures where it is considered to do so.
- Incorporating appropriate EHS criterion into business decisions.
- Provide and maintain a safe work environment, including work conditions, practices and procedures for all employees and persons who come into contact with GC, or its ongoing project sites.
- Take all practicable steps to eliminate hazards within the workplace through hazard identification, risk assessment, control and monitoring to ensure ongoing effectiveness.
- Strive to continuously improve occupational health and safety management.
- Ensure that all incidents are reported, recorded and causes identified, and where injury or illness occurs, help our people to achieve full recovery through prompt treatment and injury management.
- Allocate appropriate resources to meet the commitments of the policy.

Employees also have a duty to take care of their own health and safety and that of others affected by their actions at work. In order to achieve this, each individual employee is required to:

- Comply so far as he/she is reasonably able with safety procedures and directions given by the employer or its authorized representatives.
- Not willfully interfere with or misuse items or facilities provided by GC in the interests of safety and health of Gurukrupa Construction employees.
- Must, in accordance with agreed GC procedures, report hazards and accidents.

This signed statement of policy will be displayed at all relevant work locations



Mukul Dole  
Chief Operating Officer  
April 15<sup>th</sup> 2023, Pune

