

SOFTVAN LIMITED

Environment, Health and Safety Policy

Environment Policy

The Company is committed to manage its operations including deployment of resources using principles of sustainable development to minimize impact on the environment and communities.

- We shall comply with all statutory requirements. We shall work in partnership with the government and industry associations for policy and regulatory reforms related to the environment.
- We shall continually improve our products with an intention to reduce their environmental footprint.
- We are committed to protecting the environment.
- Adhering to the operational standards for handling materials.
- Preventing Pollution & leveraging the 3R (Reduction, Recycle, Reuse) principle and moving towards minimal industrial effluent generation.
- Reducing energy-intensity, carbon-intensity and increasing contribution of energy from renewable sources.
- Leveraging rainwater harvesting, water conservation & water replenishment and utilizing wastewater as an alternate source.
- We will endeavour to continual improvement in environment-related parameters in all business processes.

Health & Safety Policy

The Company will endeavour to ensuring safety and protecting the health of its employees, service providers, visitors, neighbouring communities, customers and assets.

Scope and applicability of the Policy:

This Health and Safety Policy is applicable to all the operating sites of Company. The operating sites include Plants, Research & Development Unit, Offices, Distribution operations and Project sites. This policy is applicable at work business related travel including stay and all Company organized business events.

Objectives of the Company Management shall be to:

1. Comply with all applicable health and safety statutory regulations.
2. Adopt and implement best practice standards of risk management to prevent and mitigate consequences arising out of major accident hazards.

The Company Management shall:

1. Ensure compliance with all applicable health and safety legislations and relevant standards.
2. Integrate safety, health and wellbeing into all business processes.
3. Ensure that all activities across the value chain are conducted as per the defined health and safety procedures, including
 - a. selection and evaluation of suppliers, contractors and other service providers,
 - b. research leading to the development of new products and services
 - c. design, engineering, construction and commissioning of new projects,
 - d. adopting principles of inherently safe design,
 - e. operating and maintaining plants and other facilities in accordance with the designated safety criteria throughout their working life
4. Provide safe and healthy working conditions for the prevention of work-related injury and ill health of employees at their work places.
5. Ensure that adequate resources, support and supervision are provided to employees to carry out their job safely and to continually upgrade health and safety standards.
6. Conduct risk assessments, safety audits and safety inspections at a prescribed frequency and take all remedial measures to eliminate and reduce health and safety risks, arising out of operations.
7. Implement Behavior-Based Safety Program in order to inculcate safety as a personal value.
8. Maintain a comprehensive On-Site Emergency Plan and related facilities to handle emergencies.
9. Assess the competence of individuals in the area of safety during recruitment and career advancement.
10. Define roles and responsibilities of employees in the safety organization of the plant/operations.
11. Keep employees informed, educated, trained and retrained on safety, health and wellbeing to ensure the safe conduct of their jobs.
12. Ensure that each employee including contractors and visitors comply with all safety rules and regulations framed for the operation.

The Policy was approved by the Board of Directors of the Company vide Board Resolution dated 30th March, 2025 and it will be effective from the date of listing on stock exchange. The Policy will be reviewed as and when required to meets the objectives of the relevant legislation.
