

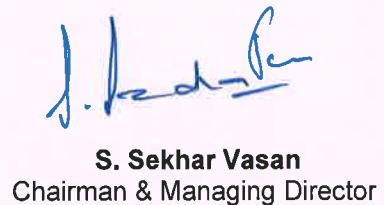
## **ENVIRONMENT, OCCUPATIONAL HEALTH & SAFETY POLICY**

We at Sansera Engineering Limited engaged in the Manufacture of Precision Forged, Machined components for Automotive and Aerospace applications, we affirm our commitment to;

- Addressing external issues such as cultural, social, political, legal, regulatory, financial, technological, economic, natural and competitive circumstances, whether international, national, regional or local & internal issues such as activities, structures, products and services, strategic directions, culture and capabilities (i.e. people, knowledge, processes, systems) and also **both risks and opportunities** that can affect organization's ability to achieve the intended results
- **Continually improve** environmental, occupational Health and safety performance through well- defined EOHS Management system to customers and other stakeholders to meet their **needs and expectations**.
- Conservation of resources by adopting **Green concepts, Eliminate hazards and reduce Occupational Health & Safety risk**.
- Protection of the Environment, prevention of pollution, improving employee satisfaction by providing safe and healthy work conditions for prevention **of work-related injury and ill health, consultation and participation of workers and worker representatives**, and other specific commitments relevant to the context of the organization.
- **Compliance to all the applicable statutory, regulatory and other requirements**.
- Ensuring the **awareness of Environmental**, Occupational Health & Safety practices among external providers and other agencies entering the organizational premises, to the extent necessary.
- **Provide the framework to review its EOHS, ESG objectives** and targets for **prevention of pollution**, hazards, accidents & incidents by implementing use of Personal Protective Equipment (PPE), review in each MRM, and provide **adequate training** and necessary resources to make every Sanserite a missionary for the cause of Environmental Occupational Health and Safety system.
- Carryout Safety, Health and Environmental activities through its **Corporate Social Responsibility**.
- The EOHS Manager is responsible for reporting accidents, diseases and dangerous occurrences to the Management.

The policy will be made available to all persons working for or on behalf of the organization to make them aware of their individual OH&S obligations.

  
**F.R. Singhvi**  
Joint Managing Director.

  
**S. Sekhar Vasan**  
Chairman & Managing Director

Dated: 01.10.2023

Rev: 04

## **Guidelines of the EOHS policy: --**

### **Environment**

Sansera will ensure a proactive approach to environmental responsibility by protecting the environment, conserving natural resources, training for employees and reducing the environmental footprint of their production, products and services throughout their life-cycle. A comprehensive approach includes but is not limited to:

- **Energy Consumption & Greenhouse Gas Emissions:** Sansera will ensure implement a comprehensive energy reduction strategy and management program while increasing use of renewable energy.
- **Water Quality & Consumption:** Sansera will ensures effective reduce, reuse, and recycle water with responsible treatment of wastewater discharges to protect the environment and improve overall water quality.
- **Air Quality:** Sansera will ensure routinely monitor, appropriately control, minimize, and to the extent possible, eliminate emissions contributing to local air pollution.
- **Natural Resources Management and Waste Reduction:** Sansera will ensure, encourage and support the use of sustainable, renewable natural resources while reducing waste and increasing reuse and recycling.
- **Responsible Chemical Management:** Sansera will identify, minimize or eliminate the use of restricted substances in manufacturing processes and finished products to ensure regulatory compliance. Suppliers should also be aware of any use of reportable substances in processes and finished products, and actively investigate suitable substitutes.
- **Noise Pollution:** Sansera will adopt Specific mitigation and management measures including use of PPEs to address high noise levels.

### **Human Rights and Working Conditions**

Sansera will respect the human rights of workers, and treat all people with dignity as recognized by the international community.

- **Child Labor/Labor and Young Workers:** Sansera will ensure that child labor is not tolerated in any form. The age of employment for young workers must meet or exceed company guidelines, legal regulations and local labor laws.
- **Wages and Benefits:** Sansera will provide compensation and benefits that comply with applicable local laws, including those relating to minimum wages, overtime compensation, and legally mandated benefits.
- **Working Hours:** Sansera will comply with local law regarding working hours, including overtime
- **Forced Labor/Labor:** Sansera prohibit any forms of forced, (bonded) or compulsory labor, including human trafficking.
- **Freedom of Association:** Sansera will allow workers to communicate openly with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment. Sansera will respect employee rights to associate freely, to join or not join labour unions, bargain collectively, seek representation, and join workers' councils in accordance with local law.
- **Health & Safety:** Sansera will provide workers a safe and healthy working environment that meets or exceeds applicable local laws and industry standards for safety and occupational health.
- **Harassment:** Sansera will provide a workplace free of harassment against workers in any form.
- **Non-Discrimination:** Sansera will not tolerate any form of discrimination in respect of employment and occupation and should provide equal employment opportunities regardless of worker or applicant characteristics such as race, colour, age, gender, sexual orientation, gender identity, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union association, covered veteran status, genetic information or marital status