Sansera Environment, Health and Safety Policy guideline to Enhance Sustainability

Based on the Global Automotive Environment, Health & safety Guiding Principles, Sansera works with its supply chain towards the issues related to Environment, Health & safety also considering requirement from Sansera EOHS Policy as per ISO 14001, ISO 45001 Standards.

Purpose: The purpose of this policy guideline is to complement the principles with more information and examples of actions that organization could perform to improve overall Environment, Health and safety performance.

This Policy describes the Principles regarding Working Conditions Health & safety and Environment. Sansera practice and comply with laws, regulations and with individual standards, codes, policies and contractual arrangements set by the customers.

- Sansera will follow local legislation; will use as a reference point the company specific standards/ policies/ codes and contractual arrangement, the industry practices, and international frameworks.
- Sansera will ensure to assuring compliance, will always use as a reference point those laws, regulations, practices, international expectations, and company standards/ policies/ codes that set the highest standards.

Environment

Sansera develop, implement, and support a proactive approach to environmental responsibility through environmental protection practices, conserving natural resources and reducing overall environmental footprint of production, goods and services throughout their life cycle. Sansera will ensure that all legally required permits, licenses, inspection and testing reports are in place, up to date and available for review at all times.

Sansera Group will implement an environmental management system that includes the following:

Carbon Neutrality: Sansera will ensure and strive to set science-based and time-bound.
Emission reduction goals and renewable energy objectives that are aligned with the Paris Agreement and put in place measures that drive forward the decarbonisation of the entire value chain.

Energy Consumption & Greenhouse Gas Emissions: Sansera will track and document energy consumption and greenhouse gas emissions at the facility and/or corporate level. Sansera looks for cost effective methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

- A comprehensive energy management strategy reduces greenhouse gas emissions occurring from raw materials extraction, product manufacturing, transportation, and end-of-life operations.
- All the Plants are certified for ISO 50001:2018 and ensures all system requirement are in place and supporting for energy optimization. An effective energy management program gains management commitment, identifies constraints, establishes a baseline, and sets goals and energy reduction projects. On a regular cadence, the project execution is evaluated, measured, and verified against the performance to baseline and sets targets to close gaps or re-evaluates the process.
- Monthly CO_2 Emission control need to be tracked and Renewable energy need to be planned.

Water Quality & Consumption and Management

- Sansera Group will ensure minimize water consumption, effectively reuse and recycle water with responsible treatment of wastewater discharges and prevent potential impacts from flooding as a consequence of rainwater run-off, as required by and in accordance with applicable law.
- Sansera will ensure to preserve water resources through an assessment of water stress in operations and throughout the life cycle and integrate water management into the business plan.
- Sansera will ensure to develop a water assessment and water balance for each operation and site, establish a baseline, set goals for reduction (e.g., ml /component), set objectives and methods to

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reduce with efficiency and conservation projects and measure and compare progress to goals to close gaps.

Air Quality Management:

- Sansera will routinely monitor and disclose, appropriately control, minimize, and to the extent possible, eliminate emissions contributing to air pollution, as required by and in accordance with applicable law. Also, will assess cumulative impacts of pollution sources at our facilities and mitigate with proper preventive maintenance of our equipment to main the pollution levels accordingly.
- Sansera will ensure to routinely monitor air emissions, integrate air emissions controls into the business plan and establish an air emissions management plan that meets or exceeds regulatory requirements for each facility.
- Air emissions include, but are not limited to, volatile organic compounds (VOCs), corrosives, particulate matter (PM), ozone-depleting substances, air toxics and combustion by-products generated from business and manufacturing operations.

Natural Resources Management & Waste Reduction:

- Sansera will ensure to set targets for waste reduction and establish a waste management hierarchy that considers in priority order: prevention, reduction, reuse, recovery, recycling, removal and finally disposal of wastes.
- Sansera will ensure to encourage and support the use of sustainable, renewable natural resources in an efficient manner such that waste and residual products are minimized over the product's life cycle.
- Sansera will ensure to handle and dispose of all waste generated through safe and responsible methods that protect the environment and the health and safety of employees and the local communities.

Responsible Chemical Management & Handling of Chemicals

Sansera will ensure and identify, minimize/minimise or eliminate the use of restricted substances in manufacturing processes and finished products as per customer requirements to ensure regulatory compliance. Companies should also be aware of any use of restricted substances in processes and finished products, and actively investigate suitable substitutes to maintain product and environmental stewardship.

- Sansera will ensure to identify and manage chemicals to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.
- Sansera will ensure all the chemical suppliers are provide Safety Data Sheets/ Material Safety Data Sheets that comply with all applicable laws and regulatory requirements.
- Sansera will ensure to work towards establishing programs (IMDS or equivalent) to collect data from material manufacturers for all components, identifying all process chemicals and intermediates that are identified as classified hazardous substances according to local law, or being considered for classified hazardous evaluation.
- Sansera will ensure to measure data completeness against bill of materials (BOMs), identify data shortages, and take corrective measures to assure data is traceable to the material manufacturers.
- Sansera will ensure the hazardous chemicals at workplace are handled and stored correctly, it is essential to have a Chemical Management Procedure (CMP). In our CMP will include a full risk assessment of each substance as well as the development of suitable hazard control measures — like introducing a consistent chemical handling and storage procedure. This blog outlines the four steps involved in creating such a procedure.

1. Identify all the hazardous substances that are onsite

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- Sansera will not create a chemical handling and storage procedure until it knows substances are being used onsite, how they are being used, and where they are located. Sansera's task is to identify every chemical at its workplace.
- Sansera is carrying out a full site inspection, walking around and physically identifying each substance. And carry a sitemap or floor plan, marking the location of each chemical storage area.
- Sansera ensures Material Safety Data Sheet (MSDS) from the manufacturer or supplier of each hazardous chemical. The MSDS will specify the chemical hazards as well as handling, storage and emergency information.

2. Assess the risk associated with each chemical storage area

- Sansera Prepares list of the chemicals along with where they are located onsite, can and make risk assessment. Sansera will look for health hazards of each chemical (irritant, carcinogenic, poisonous) as well as the physiochemical hazards (explosive, flammable, corrosive).
- Ensure authorised people are trained to access chemical stores.
- Hazardous chemicals, which are incompatible with other substances and are stored separately.
- The flammable chemicals stored far enough away from ignitions sources.
- Corrosives stored in a metal-free safety cabinet.
- Chemical storage areas well ventilated.

3. Implement hazard control measures

- Implement control measures to ideally eliminate or (at the very least) minimise each of risks associated with the chemical hazards. Comply with Local legislation and with the Hierarchy of Controls.
- Following are the Hierarchy of Controls at workplace:
  - ➢ Elimination. -stop using the substance completely.
  - ➢ Substitution. -Different chemical that is less harmful.
  - ➢ Engineering. - store the substance in a safety cabinet in a No smoking area away from ignition sources.
  - ➢ Administration. - create safe handling and storage OCP/Work Instruction.
  - ➢ PPE. – All employees wear protective clothing and install safety showers and eyewash stations wherever need.

4. Review your chemical handling and storage procedures

- Sansera implemented all control measures and trained all its staff, it is important to sustain chemical safety at the workplace. System is created and updated in place to ensure risk assessments periodically - like when new chemicals are introduced to the workplace, or the changes are made to job design.
- Compliance with Local, International laws are ensured. Legislation changes, workplaces expand, chemical brands substituted, different work methods introduced, competent people are recruited for the Job.
- Sansera Make sure its chemical handling and storage procedure is updated regularly and always addresses the hazardous chemicals currently in use at the worksites

Responsible Sourcing of Materials:

- Sansera will ensure to conduct due diligence to understand the source of the raw materials used in their products.
- Sansera will ensure its products does not contain raw materials that contribute to human rights abuses, bribery and ethics violations, or negatively impact the environment.
- Sansera will ensure to use validated conflict free smelters and refiners for procurement of tin, tungsten, tantalum and gold contained in the products they produce.

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Biodiversity, Land Use and Deforestation: Sansera will ensure protect ecosystems, especially key biodiversity areas, impacted by our operations, and avoid illegal deforestation in accordance with international biodiversity regulations, including the IUCN Resolutions and Recommendations on Biodiversity.

Deforestation Affects Ozone Layer

Deforestation has many negative effects, one of which is its impact on the ozone layer. The ozone layer protects us from the sun's harmful ultraviolet rays. However, when trees are removed, this protection is diminished. As a result, more ultraviolet rays are able to reach the earth's surface, causing health problems for humans and animals.

Deforestation Contributes to Acidic Ocean

Deforestation plays a significant role in the acidification of our oceans. When trees are cut down, they no longer have the ability to absorb carbon dioxide from the atmosphere. This gas then dissolves into the ocean, where it forms carbonic acid. This process increases the ocean's acidity, which is detrimental to marine life.

Acidification also makes it harder for corals to build their skeletons and shellfish to form their shells. As a result, deforestation not only harms the environment on land, but also has a negative impact on the health of our oceans.

Deforestation Affects Wildlife

Deforestation affects wildlife in many ways. One way is that it destroys their habitat. When animals lose their homes, they also lose access to food and water; This can lead to starvation and dehydration. Deforestation also reduces the populations of certain species of animals.

Let's take the example of birds. Deforestation affects birds in various ways. When forests are cleared, there is less area for birds to live and nest. This can lead to a decrease in the population of specific bird species. The loss of trees can reduce the availability of insects, which are an important food source for many birds. This can disrupt the food chain, as well as the balance of ecosystems.

Deforestation Leads to Floods and Droughts

Deforestation can lead to both floods and droughts. When there are fewer trees to absorb water, the ground becomes much drier. This can lead to droughts when there is not enough rain. When it does rain, the water has nowhere to go and can cause floods.

Educational Campaigns

It is possible to combat deforestation through awareness. Educational campaigns can be an excellent example of awareness about deforestation. This can be done by teaching people about the importance of trees and forests.

Educational campaigns may include ads, public service announcements, social media campaigns, and educational materials distributed in schools. These campaigns can be targeted to different age groups and cultures and should be designed to raise awareness of the issue of deforestation and its impact on the environment.

Reforestation

Reforestation is one of the best preventive measures of deforestation. it helps in restoring the forest cover that has been lost due to any reason. It also provides a number of benefits like reducing soil erosion, improving water quality, providing habitat for wildlife and many more. We all need to understand the importance of reforestation and implement it to save the environment.

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Use of Renewable Forest Resources

We can grow trees as a source of wood from secondary growth forests. Using sustainable local wood sources and charcoal for cooking or heating is an excellent alternative to fossil fuels (provided it comes from local authorities).

Reduce the Consumption of Paper

Choose recyclable paper products, such as printing paper, notebooks, napkins, toilet paper, etc. **To reduce the wastage of paper**, we can make a habit of taking a printout on both sides of a paper and even writing on both sides of our notebook. If we can limit the use of paper products, we can reduce the reasons for deforestation to some extent.

DECARBONISATION

The Sansera Group understands the urgency of climate change and has therefore committed to the contribution to achieving the goals set in the Paris Agreement. In order to reach these goals, the Sansera Group pursues the objective of continuously avoiding or reducing greenhouse gas emissions over the entire life cycle of a parts manufacturing. Concerning the life cycle, Sansera distinguish between the Supply chain & Production. In procurement, we focus on the reduction of emissions in the manufacturing, supply chain. Greater importance is increasingly attached to the supply chain, because the switch to electric mobility shifts emissions away from the use phase towards production and the supply chain. In order to encourage measures for reducing greenhouse gas among suppliers, we identify the greatest sources of emissions along the supply chain and pursue objectives and measures for CO_2 reduction.

The impact of the measures of reducing CO_2 emissions is considered in the "Decarbonization Index" (DKI), which serves as key performance indicator in our strategy **"Together 2050"**, outlining the goal to becoming a leading provider of sustainable mobility parts worldwide.

ANIMAL WELFARE

Animal Welfare: Sansera ensures and respect the five animal freedoms formalized by the World Organization for Animal Health (OIE) concerning animal welfare. No animal is raised and killed for the single purpose in our product.

We comply with all applicable laws in relation to pet animals inside our organization. We align our practices with internationally recognised principles for the welfare of animals in livestock.

We endorse the "Five Freedoms of Animal Welfare", and we ensure our operations safeguard these principles and work closely with our suppliers to recognise them.

Sansera recognises that the welfare of animals is part of our systems is essential to our business and to our shareholders and customers. We recognise that pet animals are sentient beings, and that animal welfare encompasses not only good health and physical condition, but also mental wellbeing and the ability of animals to exhibit species-specific behaviour. We therefore endorse the "Five Freedoms" of Animal Welfare".

1. Freedom from hunger and thirst, by ready access to fresh water and diet to maintain full health and vigour.
2. Freedom from discomfort, by providing an appropriate environment including shelter and a comfortable resting area.
3. Freedom from pain, injury, and disease, by prevention or rapid diagnosis and treatment.
4. Freedom to express normal behaviour, by providing sufficient space, proper facilities and company of the animal's own kind.
5. Freedom from fear and distress, by ensuring conditions and treatment that avoid mental suffering.

Soil Quality: Where appropriate, Sansera group will ensure, monitor and control their impact on soil quality to prevent soil erosion, nutrient degradation, subsidence and contamination.

Soil governance concerns **policies, strategies, and the processes of decision-making by nation, states and local governments on how the soil is utilized.**

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Soil also **filters and purifies our water, reduces flooding, regulates the atmosphere and plays a crucial role in driving the carbon and nitrogen cycles**. It is also key to tackling climate change as it captures and stores vast amounts of carbon. Soil is also one of the most biodiverse habitats on Earth. **Circularity: Sansera** promote closed loop systems by supporting the use of sustainable, renewable natural resources while reducing waste and increasing reuse and recycling.

Noise Emissions: Where appropriate, Sansera ensure and monitor and control the levels of Industrial noise to avoid noise pollution.

Health and Safety Guideline:

- Health and safety related information such as emergency procedures and potential safety hazards will be made known to the worker and will be posted within the facility in a language well understood by the worker.
- Required personal protective equipment will be provided by the company and made easily accessible.
- Sansera will ensure that all required permits, licenses, inspection and testing reports are in place, up to date and available as required by local law.
- Sansera will ensure that emergency exits as well as fire detection, alarm and suppression systems are in place and operational at all times. Fire and evacuation drills (Mock drill) will be performed according to local law.
- Sansera will ensure implement a machine-safeguarding program including adequate training for workers.

Personal Protective Equipment

- The purpose of the Personal Protective Equipment Policies is to protect the employees of Sansera Group from exposure to workplace hazards and the risk of injury through the use of personal protective equipment (PPE). PPE is not a substitute for more effective control methods and its use will be considered only when other means of protection against hazards are not adequate or feasible. It will be used in conjunction with other controls unless no other means of hazard control exist.
- Personal protective equipment will be provided, used, and maintained when it has been determined that its use is required to ensure the safety and health of its employees and that such use will lessen the likelihood of occupational injury and/or illness.
- This section addresses general PPE requirements, including eye and face, head, foot and leg, hand and arm, body (torso) protection, and protection from drowning. Separate programs exist for respiratory protection and hearing protection as the need for participation in these programs is established through industrial hygiene monitoring. (List other programs or policies requiring PPE, such as Hearing Protection, Respiratory Protection, Fall Protection, etc., that will have at available at workplace) are also addressed in (State the section or location in the Accident Prevention Program.)

The Sansera Protective Equipment Policies includes:
- Responsibilities of supervisors and employees
- Hazard assessment and PPE selection
- Employee training
- Cleaning and Maintenance of PPE.
- Disposal of PPE appropriate

Emergency Response

- **EMPLOYEES SAFETY**: In the event of an incident, the main priority of all workers is to ensure their own safety and the safety of other co-employees. The second priority is to limit damage to the environment and equipment.

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- **AWARENESS:** The first step in avoiding an emergency incident is recognizing hazards. Taking steps to minimize the risk of an emergency occurring. The EMS outlines the significant environmental concepts. An awareness of this significant aspects and adhering to the EMP, will help to ensure that risks of environmental incidents are minimized.
- **TOOLS**: Sansera ensures its people they have the required tools (Spill kits, fire tool etc.) available all times and located in a fashion that allows easy access to the tools when required.
- **TRAINING**: All persons involved in operations have their training requirements determined and regarded in the training matrix.
- **TESTING**: Generally, response readiness tests include all fire practices code requirements have been met, equipment is operational, and employees are familiar with response requirements and plans. Tests can be carried out in various forms to include: -
  - ➤ Full mock drills,
  - ➤ Review of procedures,
  - ➤ Employees interviews,
  - ➤ Equipment testing.
- **REPORTING**: In case of an emergency, it is important that workers must know whom to contact as per the display communication. These contact details are given in EMERGENCY RESPONSE PLAN and available at security room.
- **FOLLOW UP INVESTIGATION**: All incidents will be investigated by concerned person or other person designated in order to determine causes and implement. Operational changes reduce the possibility of a recurrence.
- **EMERGENCY RESPONSE TEAM (ERT):** In order to control and take immediate action during any emergency, Sansera trains its people in each department/section. These people will react to the situation and take necessary remedial actions to control the emergency. For this purpose, Sansera have selected few persons from each department and these people will be given adequate training to deal with any emergency situations.
- **COMMUNICATION CHART**: During emergency employees need to contact as per the communication chart. In this Internal communication, external communication, police station and Important Government and private Hospitals have been given. This has been referred for communication. This chart is placed in strategic locations of the Shop floor.
- **ROUTES AND EXITS: Sansera has** created maps from floor diagrams with arrows that designate the exit route assignments. These maps' locations of exits, Safe assembly points, and equipment (such as fire extinguishers, first aid kits, and spill kits) that may be needed in an emergency.
- Exit routes are:
  - ➤ Clearly marked and well it,
  - ➤ Wide enough to accommodate the number of evacuating personnel,
  - ➤ Unobstructed and clear of debris at all times, and
  - ➤ Unlikely to expose evacuating personnel to additional hazards.

Fire Protection:

- The purpose of this Fire Prevention Plan is to eliminate the causes of fire, prevent loss of life and property by fire, and to comply with the Occupational Safety and Health Administration's (OSHA) standard on fire prevention, 29 CFR 1910.39. It provides employees with information and guidelines that will assist them in recognizing, reporting, and controlling fire hazards.
- This Fire Prevention Plan serves to reduce the risk of fires at Sansera Groups in the following ways:
  - ➤ Identifies materials that are potential fire hazards and their proper handling and storage procedures.
  - ➤ Distinguishes potential ignition sources and the proper control procedures of those materials.
  - ➤ Describes fire protection equipment and/or systems used to control fire hazards.
  - ➤ Identifies persons responsible for maintaining the equipment and systems installed to prevent or control ignition of fires.

- ➤ Identifies persons responsible for the control and accumulation of flammable or combustible material,
- ➤ Describes good housekeeping procedures necessary to ensure the control of accumulated flammable and combustible waste material and residues to avoid a fire emergency.

Provides training to employees with regard to fire hazards to which they may be exposed.

Incident and accident management

- This Policy applicable to all the activities, products and services at Sansera Group, this guideline covers the corrective & preventive action required for eliminating causes for the incidents/Accidents.
- Responsibility of implementing this procedure lies with HOD – EHS/HOD-HR, EHS Committee
- Reportable incident: According to Indian Factories act, 1948 any injury caused from accident to an employee during working hours because of which he is unable to report to duty within 48 hours is termed as "Reportable accident".
- Non-Reportable incident: Any injury caused from accident to an employee & he is able to report back to duty within 48 hours is termed as "non-reportable accident".
- First aid incident: An incident where first aid is administered for a minor injury and the employee is able to report to duty within 48 hours is referred to as a "first aid incident".
- Near miss incident: An incident where no injury, ill health, or fatality occurs may also be referred to as a "near-miss", "near-hit", "close call" or "dangerous occurrence".

The incidents are identified during –

- After Emergencies (Fire, accidents near machines etc.)
- Noncompliance with respect to the Legal requirements
- Spillage / Leakage / Emission due to improper handling / improper maintenance / deviation from work instructions and procedures
- Any accidents reported by any of the employees of the Organization / contractors / visitors.
- Emergency situations and near miss situations

Corrective and Preventive actions: After the incident is identified, HOD – EHS/CFT will review, investigate the non-conformance and decides about the action to be initiated to mitigate immediate impact.

- The request for corrective action and preventive action by any of the employees and are initiated through "Incident report".
- The identification of corrective and preventive actions, for incidents under the purview of any department, is the responsibility of the EHS-HOD. He is also responsible for implementation & monitoring of the identified corrective & preventive actions.
- Incident investigation results are communicated to all the employees through mails, displays, EHS Committee meetings, MRM.
- Continual improvement will be carried out based on the incidents.
- Incident investigation will be carried within 24 Hrs.

All activities are recorded in the Incident reports.

Workplace Ergonomics

- The objective of any safety initiative is to prevent injuries and illnesses by removing their causes. For musculoskeletal disorder hazards, we can achieve this by eliminating or reducing employee exposure.
- Ergonomics: Ergonomics (or human factors) is the scientific discipline concerned with the understanding of the interactions among human and other elements of a system, and the profession that applies theory, principles, data and methods to design in order to optimize human well-being and overall system performance.

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Ergonomic Stressors

- Conditions that pose a biomechanical stress to the human body associated with increased risk for development of musculoskeletal disorders.

Musculoskeletal Disorder

- Musculoskeletal disorders (MSDs) are disorders of the muscles, nerves, tendons, ligaments, joints, cartilage and spinal discs. MSDs do not include disorders caused by slips, trips, falls, motor vehicle accidents, or other similar accidents. Examples of MSDs include carpal tunnel syndrome, Rotator cuff syndrome, Trigger finger, Tarsal tunnel syndrome, Sciatica, Epicondylitis, Tendinitis, Raynaud's phenomenon, Carpet layers' knee, Herniated spinal disc, and Low back pain.
- Work-related Musculoskeletal Disorder Hazard (WMSD Hazard)
- Work activities and/or work conditions in which ergonomic stressors are present that are reasonably likely to cause or contribute to an MSD.

Ergonomic Stressors: Poor workplace designs can present ergonomic risk factors called stressors. These stressors include but are not limited to repetition, force, extreme postures, static postures, quick motions, contact pressure, vibration, and temperatures. (Ergonomics: The Study of Work, OSHA)

- **Repetition:** Is the number of motions or movements that are performed per cycle or per shift
- **Force** is the muscles used to produce force in order to perform necessary activities such as lifting, grasping, pinching, pushing, etc.
- **Extreme Postures**: Is when muscles are required to work at a level near or at their maximum capacity.
- **Static Postures:** A special type of awkward posture, which occurs when a body part is not moving, but is still doing work. Examples include sitting in a chair or holding an object.
- Contact Pressure: Is the pressure from resting part of the body against a sharp edge or corner. Resting the wrists or forearms on an edge of a desk while typing is one example.
- **Vibration:** Exposure to local vibration occurs when a specific part of the body comes in contact with a vibrating object, such as a power hand tool. Exposure to whole-body vibration can occur while standing or sitting in vibrating environments or objects, such as when operating heavy-duty vehicles or large machinery.
- **Temperatures**: Reduce the natural elasticity of the body and reduce the sensation of touch (tactile feedback). In order to get the same amount of tactile feedback, and employee may exert more force than is necessary.
- Employee exposure to these stressors can cause injury or some type of MSD.

MACHINE SAFEGUARDING:

- This policy document is designed to ensure that Sansera Group employees follow procedures, which assure that equipment or machines are operated safely and meet state, federal, and industry machine guarding standards.
- This policy guide applies to all employees who may work with, or adjacent to, equipment or machines that may pose a safety hazard. "Machines" include, but are not limited to, fans, compressors, bench grinders, fuel pumps, dumpsters, trash compactors, and table saws. Any machine part, function, or process that may cause injury must be safeguarded.
- When the operation of a machine or accidental contact with it can injure the operator or others in the vicinity, the hazards must be either controlled or eliminated. A "machine hazard" occurs at the point of operation where the actual work is performed and can be created by components which transmit energy, such as pulleys, belts, chains, gears, couplings, or flywheels; or other parts which move while the machine is working, including reciprocating, rotating, and transverse parts.

Hierarchy of Guarding: Machine guarding decisions should be made in the following order of preference:

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1. Design out or eliminate the hazard.
2. Physically "engineer out" the exposure to the hazard.
3. Guard the hazard · require personal protective equipment.
4. Use warning devices or make the danger "manifest".
5. Use warning signs.
6. Use safe working practices and procedures- OCP/WI

Inspections & Audits: Machines that require guarding will be inspected regularly by Environmental Health & Safety (EHS Team). Based on the results of these inspections, maintenance or replacement of guards will be conducted as necessary. EHS will audit the program annually and recommend appropriate corrective actions.

Training: Any person who works near or adjacent to any sort of machine will receive necessary training before he or she can begin operating machinery. Affected employees receive machine guarding training specific to the hazards being controlled on the piece of equipment. The shop supervisor must train students in using machines. Employees performing maintenance related activities will receive machine guarding training on an annual basis.

Record Keeping: EHS maintains records of machine guarding training and copies of the annual inspection checklists.

Contractors (Service providers): **Sansera will ensure** properly manage the health and safety of contractors.

as part of a company's extended supply chain. Sansera will audit, support and coordinate its Procurement processes to identify hazards and to assess and control risks arising from the contractor's business activity with the supplier, and the company's business activity that impacts the contractors' workers.

Sl No	Issue No	Rev. No.	Revision Date	Reasons for Change	Details of Changes Made
1	1	0	04.08.2017	AS per ESG	New release
2	1	1	14.04.2023	Additional ESG Requirement added	Decarbonization, soil quality, Animal welfare, Contractors, Carbon Neutrality added
3	1	2	01.10.2023	ED Designation updated	ED & GrCEO Designation updated

Approved by
B R Preetham
ED & Gr.CEO
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