

	GREENEX ENVIRONMENTAL PRIVATE LIMITED	Issue No./Dt. : 01/15.08.2024
	Environment, Health & Safety (EHS)	Rev. No./Dt. : 00/15.08.2024
	Employee Health & Safety Policy	

1. Purpose

Greenex Environmental Private Limited is committed to providing and maintaining a safe, healthy, secure, and environmentally responsible workplace for all employees, contractors, consultants, visitors and stakeholders.

The purpose of this policy is to:

- Prevent workplace injuries, illnesses, incidents, and unsafe conditions.
- Promote employee physical health, mental well-being, and occupational safety.
- Establish proactive hazard identification, risk assessment, and control measures.
- Ensure effective emergency preparedness, evacuation, rescue, and business continuity arrangements.
- Promote a strong workplace safety culture through awareness, training, and accountability.
- Protect company assets, infrastructure, business operations, and the environment during emergencies.
- Ensure compliance with applicable Indian occupational health, labour, safety, and environmental regulations.
- Support Greenex Environmental's ESG commitments, sustainability objectives, and responsible business practices.

Greenex Environmental believes that strong health and safety performance contributes directly to employee well-being, operational excellence, environmental protection, legal compliance, and sustainable business growth.

2. Scope

This policy applies to:

- All permanent, temporary, contractual, probationary, and part-time employees.
- Consultants, interns, trainees, contractors, subcontractors, and vendors.
- Visitors and third-party personnel present at company workplaces or project locations.

This policy applies across:

- Corporate offices and administrative facilities
- Client premises and project locations
- Environmental consulting and ESG operations

3. Roles and Responsibilities

Stakeholder	Roles and Responsibilities
Top Management	Provide leadership, approve EHS policies, allocate resources, and promote workplace safety culture.
EHS Department / EHS SPOC	Implement EHS procedures, conduct risk assessments, coordinate training, drills, incident investigations, and monitor compliance.
Managers & Supervisors	Ensure safe work practices, communicate hazards, and support incident reporting and emergency response.
Employees	Follow safety procedures, report hazards/incidents, and participate in EHS training and emergency drills.
Human Resources (HR)	Support employee wellbeing, EHS awareness, onboarding, and training coordination.
Visitors	Follow workplace safety instructions and emergency procedures while on site.

4. Rules, Regulations and Legal References

This policy is developed in accordance with applicable Indian occupational health, labour, safety, and environmental regulations, as well as international EHS best practices.

Applicable references include:

- Occupational Safety, Health and Working Conditions Code, 2020

- Factories Act, 1948 (where applicable)
- Disaster Management Act, 2005
- Environment (Protection) Act, 1986
- Indian Electricity Act, 2003
- National Building Code (NBC) – Fire & Life Safety Requirements
- ISO 45001 Occupational Health & Safety Management Principles
- ISO 14001 Environmental Management Principles
- Applicable state labour laws and emergency response regulations

5. ESG, SDG and GRI Linkage

Greenex Environmental Private Limited recognises occupational health, workplace safety, employee well-being, and emergency preparedness as key elements of sustainable and responsible business operations.

This policy supports the following United Nations Sustainable Development Goals (SDGs):

- **SDG 3 – Good Health & Wellbeing** through promotion of occupational health and employee safety.
- **SDG 8 – Decent Work & Economic Growth** through safe and healthy working conditions.
- **SDG 11 – Sustainable Cities & Communities** through emergency preparedness and resilience management.
- **SDG 13 – Climate Action** through preparedness for environmental and climate-related emergencies.
- **SDG 16 – Peace, Justice and Strong Institutions** through governance, accountability, and responsible workplace practices.

This policy also aligns with applicable Global Reporting Initiative (GRI) Standards, including:

- **GRI 2 – General Disclosures**
- **GRI 401 – Employment**
- **GRI 403 – Occupational Health & Safety**

- **GRI 404 – Training & Education**
- **GRI 306 – Waste & Environmental Management**

Greenex Environmental remains committed to continuously improving workplace health, safety, well-being, emergency preparedness, and ESG performance in line with legal requirements and international best practices.

6. Policy Statement

Greenex Environmental Private Limited is committed to providing and maintaining a safe, healthy, secure, and environmentally responsible workplace for all employees, consultants, contractors, visitors, clients, and other stakeholders associated with the organisation.

As an environmental and sustainability consulting firm, Greenex Environmental recognises that effective management of health, safety, well-being, and emergency preparedness is essential to protecting people, supporting operational excellence, maintaining client confidence, ensuring legal compliance, and promoting responsible business practices.

The company is committed to integrating principles of occupational health and safety, emergency preparedness, environmental protection, and employee well-being into all business operations, including office activities, client engagements, field inspections, environmental assessments, audits, project visits, travel activities, and consulting operations.

Greenex Environmental adopts a proactive and preventive approach toward workplace health and safety management through:

- Hazard Identification and Risk Assessment (HIRA) processes
- Safe systems of work and operational safety controls
- Emergency preparedness, evacuation, rescue, and business continuity planning
- Prevention of workplace injuries, illnesses, incidents, and unsafe conditions
- Timely reporting, investigation, and corrective action management for incidents and near misses
- Regular workplace inspections, audits, and monitoring activities
- Employee awareness, competency development, and emergency response training
- Protection of the environment and prevention of pollution or environmental incidents
- Continuous improvement of occupational health, safety, and operational resilience performance

The company maintains zero tolerance toward:

- Unsafe work practices or negligent behaviour
- Intentional violation of EHS procedures or emergency protocols
- Actions that may endanger employee health, safety, or well-being
- Non-compliance with applicable safety, emergency, or environmental requirements
- Retaliation against individuals reporting hazards, incidents, or safety concerns in good faith

Greenex Environmental is committed to:

- Providing safe and healthy working conditions for employees and contractors
- Maintaining emergency response readiness and evacuation preparedness across operations
- Ensuring the availability and maintenance of emergency equipment, communication systems, and first aid arrangements
- Promoting employee physical health, mental well-being, and workplace welfare
- Encouraging active employee participation in health and safety initiatives
- Complying with applicable legal, regulatory, client, and ESG requirements
- Strengthening business continuity, operational resilience, and crisis response capabilities
- Continually improving the effectiveness of the company's EHS management systems and safety culture

Through this policy, Greenex Environmental aims to foster a culture of responsibility, accountability, preparedness, and continuous improvement, while ensuring that all employees and stakeholders contribute to maintaining a safe, sustainable, and resilient workplace.

7. Emergency Preparedness & Response

Greenex Environmental maintains Emergency Preparedness & Response procedures to effectively respond to workplace emergencies, environmental incidents, medical emergencies, natural disasters, fire incidents, and business continuity disruptions.

The company shall:

- Maintain Emergency Response Teams (ERT)
- Conduct periodic emergency drills and evacuation exercises
- Maintain emergency communication systems and emergency contacts
- Ensure availability of emergency equipment and first aid arrangements
- Coordinate with external emergency authorities where required
- Review emergency preparedness arrangements periodically

8. Employee Health & Wellbeing

Greenex Environmental recognises that employee well-being contributes significantly to workplace safety, productivity, and organisational performance.

The company is committed to:

- Promoting physical and mental well-being
- Encouraging healthy work practices and work-life balance
- Supporting respectful and inclusive workplace behaviour
- Reducing workplace stress and fatigue risks
- Providing emergency medical support arrangements where required

9. Monitoring, Audits & Continuous Improvement

Greenex Environmental shall conduct periodic:

- Workplace inspections
- Internal EHS reviews and audits
- Incident trend analysis
- Emergency preparedness assessments
- Corrective action monitoring
- Risk assessment reviews

The company shall continuously improve its EHS performance based on audits, incidents, employee feedback, lessons learned, and legal or operational changes.

10. Policy Review

This policy shall be reviewed periodically and updated where necessary to ensure:

- Continued legal compliance
- Operational effectiveness
- Continuous improvement of workplace safety practices

11. Incident Reporting & Investigation

All workplace incidents, unsafe conditions, near misses, injuries, illnesses, and emergencies must be reported promptly.

The company shall:

- Conduct fair and timely investigations
- Perform Root Cause Analysis (RCA)
- Implement Corrective & Preventive Actions (CAPA)
- Maintain incident records and reporting systems
- Review incidents periodically for improvement opportunities

Employees reporting safety concerns in good faith shall be protected from retaliation.

Document history and change record

Date	Versio n	Summarised the details of the change
15/08/2024	01	-----

Greenex Environmental Pvt Ltd

 Director

Authorized Signatory:

Designation: Ms. Arati Bhosale

Managing Director, Greenex Environmental Pvt. Ltd.