

EOHS POLICY

(Based on ISO 14001:2015 and ISO 45001:2018 standards)

Version 1.1

Revision History

Version No.	Release Date	Prepared By	Overview of Changes	Reviewed by	Approved by
1.0	4 th Oct.2023	Kumar Kudalkar	Introduced the EOHS policy which was a part of Apex manual earlier	Praveen Siddannavar	Top Management
1.1	31 st Oct 2023	Kumar Kudalkar	Approval of Board of Directors	Praveen Siddannavar	Board of Directors

• Introduction

As responsible global corporate citizens we believe that it is our duty to give our future generations a clean, green, and sustainable world. BIRLASOFT's approach to being an environmentally friendly organization is founded on the belief that the interests of our future generations and the society at large is best served by the efficiency of our business operations. We are committed to protecting the environment along with the active involvement of our stakeholders.

Birlasoft is committed to provide a safe and healthy work environment to all its associates, business partners and other stakeholders affected by company's operations. We strive towards zero accident workplace, physical and emotional well-being, and safety of all our stakeholders. This will be achieved by implementing education, training, counseling, prevention, and risk-control programs.

• Commitment

We shall achieve this by:

Identifying activities, products & services that cause or may cause pollution, hazards and implementing measures to prevent, reduce or control the same where technically and economically viable.

- Considering the relevance of internal and external issues.
- Considering the needs and expectations of interested parties and their compliance obligations.
- Complying with applicable legal and other requirements pertaining to Environment, Occupational Health & Safety.
- Reducing consumption of energy, water and fuel, recycling and reduction of waste as well as minimizing hazards and risks in all process operations.
- Acquiring technologies for deploying Green IT solutions and effective management of e-waste.
- Continually evaluating and improving EOHS performance through periodic and systematic audits and providing the framework for setting and reviewing EOHS objectives & targets (setting & periodically reviewing objectives & targets, in the areas of waste reduction, conservation of natural resources and hazard reduction)
- Employee training programs that are focused on quality systems, operational safety, occupational health, and environmental protection at all levels of operations.
- Adopting best practices in EOHS management through effective communication and a continual improvement process that pursues the latest developments in this area.
- Being an IT solutions provider company, to demonstrate corporate social responsibility, we shall deploy GREEN products/offerings for its customers. These products/offerings shall ensure protection and/or improvement of the environment.
- Implement focused environment, education, and health programs within company premises, in the cities we operate and in the surrounding vicinities as well.
- Ensure that the EOHS management system and its processes are regularly monitored, measured, reviewed, and communicated at all levels of the organization, including top management.

- Conduct internal and independent reviews/ audits of our health and safety management systems and performance to ensure 100% compliance and adhere to international standards.
- Maintain Health and Safety management system aligned to ISO 45001 Standard at Birlasoft owned and leased premises. Provide and maintain a safe & healthy workplace through operational procedures and recognize the importance of employees in achieving the aims of this policy as a part of development.
- Educate & train all employees to implement health & safety policy and encourage them for working towards ZERO ACCIDENT LEVEL.
- Communicate to all contractors, sub-contractors, suppliers, vendors, transporters, and visitors entering the premises about the EOHS policy.
- Implement effective control measures to prevent occupational hazards, ensure safe workplace, and improve employee's health and overall wellbeing. Carry out improvement and monitor effectiveness of this policy.
- Birlasoft 's commitment to protect the environment, including prevention of pollution and other specific commitment(s) relevant to the context of the organization.
- Our commitment to continually improve the EOHS management system to enhance its environmental performance.

• **Disclosure**

Policy shall be uploaded on the website of the company.

• **Review and amendment of the policy**

EOHS policy shall be reviewed as and when required & will be updated to ensure its continuing suitability & effectiveness and the same shall be communicated to all concerned.