

## Policy on Health and Safety

### **1. Philosophy**

Nesco recognizes that ensuring a focus on the Health and Safety for its employees, customers and other stakeholders are key priorities for its business success. This policy strives to create a safe and healthy environment within our operational facilities. This includes our approach towards managing our operations and premises which also extends to the consumption and use of our products and services by our customers.

### **2. Scope**

This Policy covers all operations of the Company and the practices followed by permanent, non-permanent and contractual employees and workers as well as third parties.

### **3. Policy**

1. Ensure compliance with all applicable statutory and regulatory requirements related to Health and Safety on our premises.
2. Prioritize Health and Safety in all operations and communities to ensure appropriate working conditions (including indoor air quality, sanitization and cleanliness) across our all our locations and work areas.
3. Allocate adequate resources to proactively identify and mitigate Health and Safety risks associated with our operations, services, and use of products to prevent accidents and health hazards.
4. Identify, keep updated and embrace industry best practices to eliminate the safety, occupational health and environmental hazards and risks associated with our activities.
5. Promote awareness about Health and Safety among all levels of employees, workers and contractual workforce including impact of our operations on other stakeholders
  - a. Conduct training and capacity building programs to promote awareness and understanding of health and safety practices.
  - b. Ensure responsibility and accountability towards all Health and Safety issues on our premises.
  - c. Create a dynamic, responsive, and safety-oriented culture within our organization and its stakeholders.
6. Establish programs, systems, and processes to ensure compliance with appropriate health and safety practices on our premises by external stakeholders including but not limited to our customers (occupiers, exhibitors, restaurants etc), their visitors and contractors
7. Engage with all our stakeholders to ensure identification and speedy resolution of any Health and Safety associated issues and grievances
8. Set Health and Safety objectives and targets and monitor our operations against them to ensure continuous improvement in performance.
9. Set and follow protocols/norms as per statutory and legal requirements as well as any appropriate additional measures with respect to travel and isolation in case of a pandemic or similar public health situation.
10. Undertake efforts to strengthen Health and Safety Management Systems and aspire for appropriate certifications across our businesses.

**4. Implementation**

- a. This Policy is available on the website of the Company at [www.nesco.in](http://www.nesco.in)
- b. This Policy will be reviewed by the Board of Directors at regular intervals as it may deem fit.

1st version of this Policy was approved by the Board of Directors on 13th February 2024.