

A horizontal illustration of a city skyline with various buildings, a bridge, and a plane flying in the sky.

Health, Safety and Environment Policy

Our organization's vision is to provide a safe work environment to all. Our work is never so urgent that we cannot take time to do it safely and with respect for the environment.

Intelnet Global Services is committed to develop and implement Health, Safety and Environment policies, standards and procedures. These would be reviewed and improved periodically to meet the expectations of governing and statutory bodies, employees, clients and all stakeholders.

Our mission is not only to minimize the adverse impact on the environment, but also to identify, mitigate, control and minimize the health and safety hazards associated to our workplace which affect our employees, customers and other interested parties.

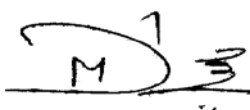
To achieve this, we will:

- Develop and implement policies and procedures which help us to reduce adverse impact on the environment we operate in. This will also help us in sustainable utilisation of natural resources
- Provide necessary resources, infrastructure and competent/responsible staff for implementation of policies and procedures
- Ensure all operations comply with applicable occupational health, safety and environmental regulations and when required, modify current controls and/or implement additional controls to meet emerging requirements
- Conduct risk assessments based on which risk mitigation, corrective actions and control measures will be implemented
- Run awareness campaigns to induce strong HSE culture across our employee base.
- Identify training needs and provide trainings to strengthen implementation of HSE policies and procedures
- Meet or exceed legal and statutory requirements wherever applicable
- Promote active employee participation in HSE initiatives and provide platform to all employees to share HSE concerns and provide suggestions to improve effectiveness of policies and procedures
- Investigate all incidents and injuries to understand the cause and to implement corrective actions. These measures will be reviewed for effectiveness and improved if required

We will put this policy into practice by creating a culture that actively encourages good health, safety and environmental practices and by applying effective policies, standards, systems and processes. Everybody who works for us, anywhere, must act in a safe and responsible manner and consider environmental aspects when making decisions and taking action.

For any queries or concerns related to Health, Safety or Environment, kindly get in touch with the HSE department at, hse.info@intelnetglobal.com.

Approved By

A handwritten signature in black ink, appearing to read "M D S", with a horizontal line underneath.

Manuel D'Souza
Chief Human Resources Officer