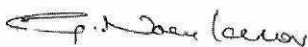


 FOUNDATION OF HAPPINESS	SUMADHURA INFRACON PVT LTD	Doc.no: SIPL-HCM-POLICY-024
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	HEALTH, SAFETY & ENVIRONMENT (HSE) POLICY	Issue Date:16.03.2025 Next Review:10.12.2026
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Prepared and Verified by	Approval L1	Approval L2
Chandrabhatla Radhakrishna Senior GM-HCM & Admin	Giridhar Kumar B COO	Board of Director (s)
		

1. PURPOSE

At Sumadhura, our Health, Safety & Environment (HSE) Policy is an expression of our *Serve Culture* and *Foundation of Happiness*. We stretch beyond compliance to actively engage employees, partners, and communities in creating safe, healthy, and sustainable environments.

Guided by our core values and a deep sense of responsibility, we ensure that every project reflects care, service, and long-term well-being. Through this commitment, we build spaces that not only meet the highest standards of safety and sustainability but also foster happiness and trust for generations with continuous innovations.

Motto: Stretching beyond compliance, we express our values, engage responsibly, and build safe, sustainable, and happy communities.

2. OBJECTIVE

To provide a 'Zero-Harm' workplace for all colleagues and promote 'Employee Green Behavior' (EGB) towards the shared responsibility of creating a sustainable environment.

3. SCOPE

This policy applies to all employees irrespective of the location, grade, level, role or contractors, third parties, and any other individuals involved in the organization's operations.

4. OUR COMMITMENT TOWARDS CORPORATE SUSTAINABILITY

The organization shall implement systems in its operations that align with health, safety, and environmental standards, and strive to:

- Ensure all operations comply with applicable health, safety, and environmental laws and regulations.
- Set objectives and targets for improving health, safety, and environmental performance; monitor and report openly on performance.
- Deliver health, safety, and environmental training across the organization, promote awareness, and ensure effectiveness through ongoing performance monitoring and regular policy reviews.
- Foster a culture where accidents, incidents, and near misses are promptly reported, investigated, and lessons learned are shared.
- Embed EHS into business planning by allocating adequate resources, minimizing carbon footprint, and managing waste through reduce, re use, and recycle practices.
- Communicate the importance of environmental issues and motivate employees to embed environmental responsibility in work culture.

5. NORMS FOR EMPLOYEES

A. Health and Safety

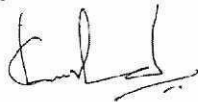
Employees are expected to adhere to workplace safety protocols to safeguard their own wellbeing and that of colleagues by:

- Maintaining a clean and organized workspace, free of hazards.
- Observing safety rules and measures while driving, at home, and at all times.
- Following company policies for a safe and healthy workplace, including prohibitions on smoking, drugs, alcohol, and carrying firearms/dangerous weapons.
- Complying with travel restrictions (e.g., unsafe places, women traveling late at night).
- Participating in fire and emergency drills and complying with instructions during actual situations.
- Not undertaking & Reporting illegal activities (e.g., betting, gambling) on office premises.
- Ensuring day-to-day operations comply with health and safety regulations.

B. Environment

The organization's environmental behavior relies on the collective efforts of employees. All employees must:

- Be environmental consciousness by complying with all applicable regulations and actively reducing the carbon footprint, including responsible energy use such as switching off lights and appliances when leaving the office.
- Actively monitor energy consumption, optimize resource use, control pollution, promote waste reduction and recycling, and foster environmental awareness through CSR initiatives, trainings, and stakeholder engagement.




6. REPORTING INCIDENTS

If you become aware of a risk to the safety, health, or security of the workplace: Report it to Security/Admin immediately.

If it is life-threatening or an emergency, call local emergency responders first, then notify admin/security.

Note: The organization and all employees are advised to abide by the norms laid out by The Occupational Safety, Health and Working Conditions Code as applicable.

Disclaimer This HCM Policy document supersedes and overrides all previously issued policies, guidelines, or communications on the subject. In case of any conflict or inconsistency, the provisions outlined in this document shall prevail and be considered final.

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