

C.E. Info Systems Limited Policy on Well-being of Employees

Our commitment

At C.E. Info Systems Limited and its Group Companies / subsidiaries, the well-being and safety of our employees is of utmost importance. Well-being refers to a state characterised by good health and happiness.

Scope/applicability

We are committed to providing a safe, healthy and hygienic work environment for all our stakeholders including employees, contractors, customers and visitors at our premises. We also extend our commitment across our value chain through our partners and suppliers.

Material aspects for our business

At C.E. Info Systems Limited, occupational health impacts arising from the nature of work environment are key material aspects. Primary among these are ergonomic health impacts, communicable diseases, food safety and commute/business travel safety.

Identification and control of risks arising out of unsafe occupational environments and work practices are material aspects. These include issues like health & safety impacts arising out of improper/non-usage of protective personal equipment, unsafe handling methods of waste, among others.

Governance

C.E. Info Systems Limited leadership assumes responsibility for effective, efficient and safe operations at C.E. Info Systems Limited

premises, legal compliance, including health and safety.

Additionally, all employees in their respective capacities as individuals, managers and functional owners (human resource) are responsible for maintaining and promoting a safe, healthy and hygienic workplace. Health and Safety aspects are integrated into the corporate governance structure.

Approach

Our Approach is to look at health and safety from a holistic and integrated perspective, covering preventive and mitigation measures.

- **Holistic** programs are those that meet requirements across life stages and address aspects of both mental and physical well-being of an individual.
- An **integrated** approach seeks to incentivize behaviour through both organization-facilitated forums/programs and individuals compensation-benefit structures.
- **Preventive** measures include compliance with management systems and regulations, awareness building, communication and forum for consultation and feedback, including reviews and audits.
- **Mitigation** measures include post incident response handling and recovery measures.

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Objectives

- Actively identify, assess and manage the health & safety related risks across operations and supply chain.
- Take appropriate measures to prevent workplace injuries and ill health, and provide employees with a safe, healthy and hygienic working environment by continuously evolving practices and societal standards of care.
- Set objectives and targets that result in continual improvement of our health & safety management & performance.
- Encourage employee involvement through feedback, consultation and activities. Provide training, both generic and role-risk specific, to help improve health and safety performance.

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