

HEALTH AND SAFETY POLICY OF SIGNATUREGLOBAL (INDIA) LIMITED

(Formerly known as Signatureglobal (India) Private limited)

(Approved by the ESG Committee on 03.03.2024)

Health and Safety Policy

Updated: 03rd March 2025

1. Vision

Signatureglobal (India) Limited is committed to **creating safe, healthy, and compliant workplaces** across its project sites, offices, and stakeholder interfaces. We recognize that occupational health and safety (OHS) is not only a regulatory imperative but a core value that supports workforce well-being, operational efficiency, and long-term sustainability.

2. Policy Objectives

This policy outlines Signatureglobal (India) Limited's framework for:

- Ensuring zero harm to workers, visitors, and communities
 - Preventing occupational injuries, illnesses, and unsafe incidents
 - Meeting and exceeding national and international OHS standards
 - Fostering a culture of shared responsibility and continuous improvement in safety
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3. Scope

This policy applies to all employees, contractors, vendors, and third-party service providers engaged with Signatureglobal (India) Limited across construction sites, offices, sales offices, and managed properties.

4. Policy Commitments

4.1 Compliance and Management Systems

- Operate an OHS Management System aligned with **ISO 45001** and applicable Indian legislation (e.g., Factories Act, Building & Other Construction Workers Act)

- Comply with all applicable **labour laws, safety codes**, and **environmental health regulations**
- Implement structured **risk assessments, method statements**, and **safety protocols** for all high-risk activities
- Carry out **internal safety audits** at least annually and **external HSE audits** every three years

4.2 Safe Design and Construction Practices

- Integrate safety requirements in project **design reviews, site layouts, and contractor packages**
- Ensure **safe traffic management, lifting operations, fall protection systems, and fire safety systems** are incorporated during construction
- Evaluate new buildings and **retrofits for emergency readiness, ventilation, and safe material handling**

4.3 Incident Prevention and Response

- Conduct **safety drills**, including fire and evacuation exercises, biannually at all active locations
- Maintain a central **incident reporting and investigation protocol** to capture near-misses and corrective actions
- Establish **emergency response teams** trained in first aid, evacuation, and incident containment

4.4 Contractor and Vendor Safety Management

- Prequalify all contractors based on their **safety track record, certifications, and safety plans**
- Mandate daily Tool Box Talks, induction programs, and periodic safety inspections
- Require contractors to submit **Safety Method Statements (SMS)** and **Corrective Action Plans (CAPs)** for any incidents or non-compliance

4.5 Health Promotion and Worker Wellbeing

- Provide access to **occupational health services**, regular medical check-ups, and wellness sessions
- Promote **mental health awareness, ergonomic design, and stress management** practices
- Ensure facilities (toilets, drinking water, rest areas) are accessible and hygienic across all project sites

4.6 Employee Training and Engagement

- Deliver **mandatory OHS training** at induction and periodic refreshers

- Include safety KPIs in department-level reviews and performance appraisals
 - Maintain a **speak-up culture** where employees can freely report unsafe conditions
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5. Monitoring and Performance Tracking

- Track **Lost Time Injury Frequency Rate (LTIFR)** and incident response timelines
 - Set annual **quantitative safety targets** and review progress quarterly
 - Submit safety performance updates to the **ESG Steering Committee (also known as the ESG Committee)** and disclose through ESG reports, GRESB and BRSR
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6. Governance and Oversight

- The **Safety Officer**, in coordination with **Project Heads and HSE Managers**, will be responsible for executing this policy
 - A cross-functional **Safety Review Committee** shall meet quarterly to assess performance, incidents, and continuous improvement actions
 - Site Managers and Engineers are accountable for **day-to-day safety compliance and culture-building**
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7. Policy Review

This policy will be reviewed annually or earlier if required, based on regulatory updates, project learnings, and stakeholder inputs. It aligns with Signatureglobal (India) Limited's **Enterprise Risk Management (ERM)** approach and overall ESG strategy.

“A safe workplace is a shared responsibility. We build with care — for people, for communities, and for the future.”