



AEGIS GROUP HSE POLICY

As an organization, we aspire to perform to the highest standards of HSE (Health, Safety & Environment), recognizing that this is a duty to all our stakeholders. We are therefore committed to the protection and safeguarding of our employees, community and the environment.

We are inspired by following principles:

- HSE & Quality are core business values.
- Excellence in HSE & Quality are a precursor to sustainable business growth.
- Adoption of risk awareness, control and mitigation as proactive approach.
- Compliance to all applicable legal & statutory requirements.
- A safe, healthy and pleasant work environment is a necessary condition to attract and retain good employees.

We demonstrate our commitment by:

- Establishing HSE & Quality as line responsibilities.
- Setting HSE & quality assurance processes.
- Adhering to guidelines, procedures and systems consistent with sub policies.
- Following the principle of Reduce, Reuse and Recycle.

We develop performance measures & set goals to:

- Drive Continuous Improvement in all aspects of our processes.
- Institutionalise communication, learning, sharing.
- Carry out regular inspection, checks, audit and follow up.
- Provide effective HSE training to all employees.
- Recognition of good performance and replication.
- Periodic evaluation and review of this policy.