

## Health and Safety Policy Statement

---

Based on ESR Technology' core values, we strive to achieve zero incidents in everything we do ensuring the health, safety and well-being of our employees and stakeholders.

The ESR Technology' best in class health and safety (H&S) culture and performance assures that we integrate Health and Safety standards and best practices into our solutions to manage risk, to prevent injury and ill-health, and to bring the best outcomes for our employees and clients.

The ESR Technology Management Board considers Health and Safety to be a core management function and will ensure that the necessary resources are allocated to successfully implement this policy and the supporting management system in full.

At ESR Technology, Health and Safety is also a requirement for operational excellence. As an organisation and as individuals, determined to achieve a zero incident culture, ESR Technology and its staff:

- Keep Health and Safety first in all we do all of the time
- Embrace and embed the Fundamental Health and Safety Principles
- Proactively recognise hazards, assess risks, and control those risks in everything we do, every day
- Act only when we understand the hazards and controls and exercise our authority to stop work
- Demonstrate visible Health and Safety leadership and know that active Health and Safety stewardship is an expectation of employment
- Hold our leaders and staff accountable for Health and Safety
- Comply with applicable legal and other Health and Safety requirements wherever we work
- Actively care for staff and stakeholders by intervening when we observe at-risk behaviours and unsafe conditions and addressing them promptly
- Recognise staff for proactive Health and Safety behaviours
- Ensure that staff are competent to do their work safely
- Select, and evaluate our subcontractors for Health and Safety performance
- Encourage our stakeholders to align with our Health and Safety culture and collaborate with them to achieve zero incidents
- At least annually review the Health and Safety objectives
- Communicate lessons learnt and best practices.
- Commit to continuously improve the Health and Safety management system
- Commit to consultation and participation of workers regarding the health and safety system.

The ESR Technology Management Board acknowledges that the primary responsibility for the successful implementation of this policy lies with itself.

It also recognises zero incidents as a challenging objective and this can only be achieved if all ESR Technology staff understand, believe in, demonstrate, and communicate these commitments and engage in the continual improvement of our Health and Safety system and performance each and every day.

Managing Director: Raghbir Chand

Date: April 2019