



Health, Safety & Environmental Policy

Vivriti's Health, Safety & Environment (HSE) policy provides guidelines for responsible and ethical conduct of business with focus on safeguarding the health and safety of people, property & environment. We believe that safety and protecting the environment is good practice and that all work-related injuries, illnesses, property losses / prevention of pollution and prevention of pollution and adverse environmental impacts are preventable.

Objectives:

- Promote occupational health and well-being of all concerned personnel.
- Conduct all activities in a safe manner while avoiding injury to all concerned personnel.
- Protect the environment / Prevention of Pollution – use resources wisely and deploy waste management principles to meet national as well as global sustainable development goals.
- Comply with all the regulatory requirements concerning HSE.
- Strive for continual improvement in HSE performance and standards to minimize environmental impact through safe technologies, facility design and operating procedures
- Give health, safety and environmental considerations equal status with the Company's other business objectives and integrate them into all aspects of our work.
- Encourage all the internal stakeholder of Vivriti Asset Management Private Limited (employees and Senior Management) to be individually responsible for identifying and eliminating hazards, preventing injury to themselves and others, and preventing adverse environmental impacts.

For the effective implementation of HSE Policy and in order to achieve the aforementioned HSE Objectives, we solemnly pledge to adhere by the following principles:

HSE is non-negotiable - Adherence to HSE Policy (rules, guidelines, procedures, statutory or otherwise) is a basic and primary condition of employment of all personnel.

HSE starts with me' and 'I am responsible for HSE' -This is the spirit with which all concerned personnel will perform their respective tasks. Encourage colleagues and contract employees to act responsibly; look out for each other's well-being as you would of your own. Develop, implement and manage a system of accountability for health, safety and environment roles and responsibilities at all levels of the company.

Commitment to a strong HSE culture is a core value -A strong safety culture is vital to the welfare of all Vivriti personnel and ensures long-term success. We commit to actively monitor, audit and review to improve systems, processes, health, safety and environmental performance. Recognize safety and health as an integral part of our operations; consider Safety and Health in every decision we make and in every activity, we perform

Develop HSE competency by training – Provide necessary and required HSE training; each employee (including contract workers) commits to acquire the necessary HSE competency by fully engaging in training programs / workshops.





Completing work in a safe manner, stop unsafe work -Each personnel will contribute towards creating a safe workplace by rejecting unsafe practices and inculcating safety oriented behavioral practices. Every personnel will report all instances of unsafe conditions or practices, accidents, and incidents without concern for retribution.

We firmly believe responsibility for application of this policy rests with management and employees of our Company.

Vineet Sukumar

Managing Director

March 23, 2022

