

Health and Safety Policy

SARA is committed to pursuing excellence in all its activities, and this includes the management of health and safety as well. We are committed to maintain health and safety measures. We expect our employees, visitors, contractors etc. to share this commitment by complying with our policies and, where appropriate, our procedures and to understand that they too have legal and moral obligations to themselves and to one another.

Policy – I: SARA has dedicated to ensuring the health and safety of all persons who may be affected by our actions by:

- a. Providing, managing and maintaining a work environment, which is, so far as reasonably safe and in which risks to health are measured.
- b. Providing, managing and maintaining our fields, offices and all premises of work so that the employees are reasonably safe and that risks to health are minimized.
- c. Guiding work systems that are safe and where risks to earth are controlled.
- d. Providing the necessary organization, expertise and resources, including communication and consultation, planning, monitoring, inspection and auditing procedures to ensure that there is effective management of health and safety throughout the company.
- e. Ensuring that our staff and any contractors are competent and carry out risk assessments for all the work they supervise.
- f. Providing information, instruction, training and supervision at all levels necessary to ensure that our employees and contractors are made aware of the risks in their respective workplace, together with the appropriate measures to be taken to protect against these hazards.
- g. Giving adequate information on relevant risks to any person whose health and safety might be affected by them.
- h. Monitoring the safety performance of contractors who work for us.
- i. Keeping up to date with best practice in relation to health and safety and complying with all relevant legislation and authoritative guidance such as workman compensation, factories ordinance, employee's trust fund, EPF/ETF act, and payment of gratuity.
- j. Every range must have written arrangements describing how they intend to comply with this FSC®- Policy Statement, giving details of what, by whom

and how health and safety will be managed—locally.

We undertake to continually review and develop our safety management systems, with the overarching aim of conducting our activities in a manner which does not affect the health and safety of any employee or contractors, visitors or members of the public, or adversely affect the environment.

Policy – II: All workers should wear and have:

- Helmet with ear and eye protection – When they get themselves engaged in hazardous work
- Wear suitable dress taking tropical warm weather into account
- Wear raincoats when working in the rain.
- First aid kit (must be nearer to working place)
- Training in safety and health procedures (each training is valid only for 06 months)

General knowledge of safety

- Proper instructions for emergency situations
- Been informed about the location of the nearest hospital.
- Mobility to enter hospital

Health and safety training courses are given twice a year by suitably qualified persons.

Accident reports: Accident register is maintained in each range for this purpose and action is taken as per the situation.

Regulation:

Any changes to this policy will be as per the national laws and in consultation with the relevant authorities.