



Health, Safety & Environment & Human Rights Policy

As an integral part of our business philosophy and core values, L&T Technology Services is committed to achieve excellence in Health, Safety & Environment (HSE) by providing resources and adopting best practices to protect environment, prevent pollution, improve biodiversity, prevent injury & ill health by providing safe and healthy working conditions to employees, workers and stakeholders.

- Establishing, validating and continually improving HSE management systems to eliminate foreseeable hazards and reduce risks which may result in personnel injuries or illness or pollution and loss or damage to properties, equipment and environment.
- Comply with all relevant HSE statutory, regulatory and other requirements pertaining to our work activities.
- To continually improve various business processes by setting objectives & targets for Health, Safety & Environment and reviewing its effectiveness on a regular basis.
- Enhance HSE awareness and competence of employees and stakeholders.
- Encourage Consultation and Participation of employees, workers and contractors in all HSE activities.
- Accepting responsibility and accountability for maintaining the best HSE measures and standards.
- Minimizing the use of hazardous materials and optimizing the consumption of resources and conservation of the same.
- Work towards carbon neutral emissions through energy conservation measures and use of renewable energy
- Work towards achieving water neutrality through water conservation and wastewater recycling
- Work towards minimising waste generation of all types and reusing/recycling to the extent possible.

L&T Technology Services is committed to comply with requirements as per Social Accountability & Statutory Compliance Manual in line with SA 8000 for employee's, workers and vendors in area of its operation. This includes support for all human rights issues including but not limited to prevention of child labour, forced labour, discrimination at workplace, sexual harassment. We respect the rights of our employees' Freedom of Expression including association through Internal Employee Groups within the purview of the policies and procedures of the Company. Employees can represent, bargain or not bargain collectively or individually in accordance with local laws We shall promote best practices in Health & Safety, Grievance redressal and Working Hours. L&T Technology Services shall strive to continually improve its management systems and practices conforming to National, State and other statutory and regulatory provisions.

We shall communicate this Health, Safety & Environment and Human Rights Policy to all employees and make it available to all the stakeholders.

Amit Chadha

AMIT CHADHA

CEO & Managing Director

31st March 2023