

## Environment & Sustainability (E&S) and Health & Safety (H&S) Policy

Management of Environment & Sustainability (E&S) as well as Health & Safety (H&S) risks, impacts and opportunities is vital to delivering sustainable projects that have long-term value for the stakeholders and shareholders.

BECIS India recognises the obligation to protect people and the environment from being adversely impacted by our business operations and strives to go beyond compliance and align with industry best practices.

BECIS India is committed to:

- Providing skills and resources to manage and mitigate the potential impact of our business on the environment, worker communities and society, while maximizing potential benefits
- Implementing the Environment, Health & Safety and Social Management System across all projects, monitoring for continuous improvements and report transparently
- Fulfilling the requirements of relevant environmental, health & safety and social legislations with a mandate to go beyond compliance and achieve good international industry practice
- Providing and maintaining safe and healthy working conditions for all workforces, through adequate management, controls, competence, and training
- Consult with our primary supply chain and direct partners on implementing relevant E&S and H&S elements and allow for participation and grievance redressal of workers as far as practicable
- Achieving a balance in Social, Environment and Economic elements, in the decision-making process when appraising investments
- Strive to protect human rights, in line with the UN Guiding Principles on Business and Human Rights, taking all reasonable steps to ensure that all types of modern-day slavery, including child labour, forced labour and human trafficking, have no part in our business under any circumstance
- A fair and transparent recruitment process, free of any form of discrimination, seeking to offer equality of opportunity, and that appropriately takes into consideration local conditions
- Continuously developing and improving institutional capacity and designate E&S professionals with adequate competence and experience to understand, assess and manage E&S impacts and risks associated with the projects

Sincerely,



Rahul Dasari  
India Managing Director  
Date: 1<sup>st</sup> October 2021

**BECIS India**

📍 A-302, GO Square Corporate Park, Hinjawadi-  
Wakad Road, Wakad, Pune 411057.

📞 +91 99238 47744

🌐 [www.be-cis.com](http://www.be-cis.com)

## **Employee Acknowledgement Slip**

I confirm that I have read and understood BECIS's India ES & HS policy and will ensure I work in accordance with these standards.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_