

# OCCUPATIONAL HEALTH AND SAFETY POLICY

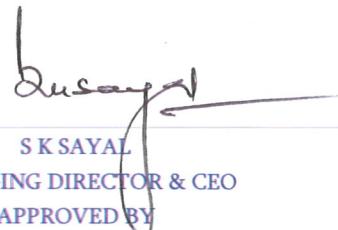
VERSION – 1.0/2023

DATE OF ISSUE – 5<sup>th</sup> JULY 2023

---



RAJESH KUMAR  
CHIEF - PROJECTS  
DOCUMENT OWNER



S K SAYAL  
MANAGING DIRECTOR & CEO  
APPROVED BY

At Bharti Real Estate, we are committed to providing a safe and healthy work environment for our employees, business partners, customers, suppliers, contractors, and anyone who may be impacted by our business operations. We recognize that the well-being of our people is crucial for the success and sustainable growth of our organization. Our OHS policy is aligned with our core values and reflects our commitment to excellence, responsibility, and care for all stakeholders.

## Our Vision

Bharti Real Estate's vision is to be the most admired real estate developer known not only for its class-leading projects but also for its unwavering dedication to the health and safety of its workforce and stakeholders. We understand that a healthy and safe work environment is the foundation for a successful and thriving organization.

## Applicability

Our OHS policy applies to all projects, functions, the entities we own and the entities in which we own a majority interest. Across our diverse and extended supply chain, we prefer suppliers and business partners that have similar policies and practices and include relevant expectations in our contracts with them. Employees at all levels and other stakeholders are responsible, accountable, and empowered to manage the workplace safety and health.

## Our Commitments

**1. Prevention and Incident Mitigation:** We firmly believe that incidents and injuries are preventable. We will adopt measures to focus on preventing occupational incidents, injuries, illnesses, and near-misses. All employees are expected to actively participate in creating a safe workplace by following best practices and adhering to safety protocols.

**2. Setting Objectives and Continuous Improvement:** Bharti Real Estate will set clear objectives and targets for occupational health and safety. We will conduct regular reviews to assess our performance and ensure continuous improvement in our OHS management systems and practices.

**3. Compliance and Beyond:** We are committed to fulfilling all relevant OHS legal and other requirements applicable to our organization. While compliance is essential, we strive to go beyond the minimum standards to demonstrate leadership and best practices in OHS.

**4. Building Awareness and Competence:** We believe that OHS is a collective responsibility, and every employee is accountable for their safety and the safety of others. Bharti Real Estate will invest in training and awareness programs to build OHS competencies among all colleagues at every level, ensuring that they can effectively handle their individual OHS responsibilities.

**5. Comprehensive EHS Policy for On-Site Construction Workers:** Bharti Real Estate acknowledges the specific needs and risks faced by on-site construction workers. We have a comprehensive Environment, Health, and Safety (EHS) policy in

place, which addresses the well-being of our construction workers and ensures that their health and safety are safeguarded throughout their engagement with us.

**6. Transparent Communication:** We will transparently communicate this OHS policy to all employees, business partners, customers, and other stakeholders. The policy will be readily accessible through our internal and external communication channels.

**7. Periodic Review and Resources Allocation:** We will review our OHS policy and management systems periodically to ensure their relevance and effectiveness in line with our evolving operations. Bharti Real Estate will provide adequate resources to ensure the continual improvement of OHS management and performance.

**8. Incident Reporting and Learning:** All incidents related to occupational health and safety will be promptly reported through the designated channels. We will ensure that lessons learned from incidents are integrated into our processes to prevent future occurrences.

Through this OHS policy, Bharti Real Estate reiterates its commitment to the safety, health, and well-being of its workforce and stakeholders. We will uphold the highest standards of occupational health and safety to create a secure and conducive work environment that fosters growth, innovation, and sustainable development.