

GTPL Hathway Limited

Environment, Health & Safety Policy

(Adopted on August 30, 2019)

1. Background

The safety of our workforce as well as protection of the environment are of significant importance to us. Monitoring and driving excellent environment, health, and safety performance contributes to our overall growth and benefits our customers, employees, stakeholders, and the environment. With the aim of protecting our employees, the environment and our property, we are committed to providing a safe and healthy working environment as an essential requirement in our operations, along with continuous improvement in minimizing our environmental impacts, preventing pollution and limiting the depletion of natural resources.

2. Scope

This policy applies to all the permanent employees, contractual employees, and external business associates of GTPL Hathway Limited (“Company” or “GTPL”).

3. Policy outline

- 3.1 Incorporate environmental considerations in business strategy
- 3.2 Conduct business activities in a manner that reduces environmental impact
- 3.3 Minimize the waste generated as a result of business operations
- 3.4 Develop and maintain systems for recycling of material/equipment
- 3.5 Safeguard natural resources and protect the environment for future generations
- 3.6 Protect and improve the health & safety of all employees
- 3.7 Provide a safe working environment for all members of the workforce at the workplace and at sites

4. Policy principles

- 4.1 The Company will strive to minimize, as feasible, the adverse environmental, health and safety impacts of facilities, activities and operations to protect human health and the environment.
- 4.2 The Company will take efforts to oversee the business operations from an environmental perspective and where possible, use the latest technologies and innovation available, to make the most efficient use of resources.
- 4.3 The Company will take appropriate measures for effective disposal of waste generated and control pollution in its facilities and areas of operations.
- 4.4 The Company will take measures to improve the health, safety, & quality of life of the employees and those people who live in the communities

where operations are carried out.

- 4.5 The Company will encourage safe practices and working conditions with the aim of reducing workplace injuries and accidents.
- 4.6 The Company will meet all laws and regulations regarding the safety and environmental impact of operations and services.
- 4.7 The Company will communicate responsibly with all relevant stakeholders.

5. Responsibilities

The management, in collaboration with other departments and committees will oversee the implementation of this policy both within the organization and through the value chain. They will be responsible for:

- Identifying environmental and social risks and opportunities
- Evaluating the health & safety performance of members/entities in the supply chain
- Driving awareness among the employees and business associates through trainings and frequent communication
- Communicating the EHS performance to the Board at regular intervals
