

Environment Health Safety Policy



Scope and Purpose:

This Policy applies to Sonata Software Ltd (SSL) and all its subsidiaries, joint ventures, and associate companies. All references to SSL shall be read to include references to all its subsidiaries, joint ventures, and associate companies. This policy is to serve as a commitment to Environment, Health, and Safety at the workplace.

Introduction:

At SSL, we recognize that a safe and healthy workplace is integral to our employee, customer and business success. We also recognize the impact of our business on the environment, society and the communities we operate in.

We are committed to conducting our business in a responsible manner to minimize our operational impact on human health and the environment, while providing products and services that are safe and environmentally sound throughout their lifecycles.

We remain committed to continual improvement for the safety of our employees, associates, business partners and stakeholders by committing to deliver a leading environmental, health and safety (EHS) program.

To achieve this, we shall:

- Promote policies, programs and practices aimed at employee wellbeing.
- Meet or exceed all the applicable OHS & environmental and other relevant legal requirements.
- Identify, assess, and mitigate EHS risks, to reduce occupational injury and illness risks about operations, promote employee health and well-being beyond regulatory requirements, and reduce the environmental risk associated with our business.
- Prevent all injuries, report real-time incidents, unsafe observation, and near misses, occupational illness & follow all control measures to provide a hazard-free safe working place for our employees, contractors & associates.

- Set HSE Targets to reduce injury rate, provide HSE & Environmental training, and periodically review the targets for continual improvement.
- Committed for preventing pollution and utilize energy and water resources.
- Implement a robust governance & audit mechanism to review incidents, investigate and strengthen the deployment of actions to avoid recurrence.
- Embed HSE culture in the organization by strengthening the competency of our employees & associates, promoting best EHS practices, and motivating all stakeholders including our value chain for the same by training, involvement & growth.
- Committed for consultation and participation of worker and workers representatives to continually improve EHS management systems.

Training & Awareness:

SSL employees will receive training on the EHS Policy through online training modules, posters at applicable work sites etc. New employees will receive EHS Policy training as part of onboarding process. EHS policy will be made available at Office locations and public domain on websites.

Responsibilities:

EHS is the responsibility of everyone involved in our operations and value chain. Key stakeholders have roles and responsibilities for delivering our approach to EHS. The roles and responsibility matrix are available internally and shared with stakeholders.

Update and Review:

The Policy will be reviewed and updated every two years by the Sustainability & EHS Team, or whenever new relevant trends in EHS are identified or whenever there is any significant change in the strategic direction of SSL.

Feedback:

For any feedback, Please email at sustainability@sonata-software.com

Date:26/11/24

Sign.....
CEO & MD

Policy Review Mechanism: Every 2 years by Top Leadership & Sustainability team

Documentation: Available as both hard & soft copy

Communication: Display at our website, location, Sonata One, Shared through internal mailers.