



**ODIGMA CONSULTANCY SOLUTIONS
LIMITED**

[CIN:U72900GJ2011PLC131548]

Environment, Health and Safety Policy

1. PREAMBLE:

In terms of environmental performance, the aim is to minimize impact and create a positive footprint wherever possible. Odigma Consultancy Solutions Limited ("**Odigma**" or "**the Company**") is committed to manage its operations using principles of Sustainable development to minimize impact on environment and protect health & safety of our employees, service providers, neighboring communities and customers.

2. POLICY:

The Company as a responsible corporate citizen shall consider its obligation to maintain highest standards of the environmental management and ensure for all its members, consultants, contractors and customers a safe and healthy environment free from occupational injury & diseases. It shall ensure:

- To contribute to sustainable development through the establishment and implementation of environment, health and safety standards that meet the requirement of relevant laws, regulations and codes of practice;
- To give health, safety and environmental considerations equal status with the Company's other business objectives and integrate them into all aspects of our work;
- To work actively to continuously improve health, safety and environmental performance;
- To encourage all employees to be individually responsible for identifying and eliminating hazards, preventing injury to themselves and others, and preventing adverse environmental impacts;
- To provide appropriate training to employees as well as service providers' employees on EHS and implement best practices;
- To instill a sense of duty in every employee including those of service providers at the Company's premises, towards their personal safety, as well as that of their co-workers
- To ensure adoption of resource efficient and cleaner production methods;
- To continue to increase the contribution from renewable energy sources towards meeting overall energy demand;
- To actively monitor, audit and review to improve systems, processes, health, safety and environmental performance.

3. IMPLEMENTATION:

This policy is communicated to all employees in an appropriate and meaningful manner. The Compliance Officer shall undertake the overall responsibility for implementing this policy and shall seek internal/external approvals wherever necessary. This shall be accomplished by making continuous improvement in our operations and management systems. The Company will continue to strive for excellence in environmental, health & safety performance.

Compliance with the Policy will be regularly monitored and evaluated by the Board of Directors.
