



EMPLOYEE HEALTH AND SAFETY POLICY

Anand NVH Products Pvt Limited

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Anand NVH Products Pvt. Ltd. is committed to achieving excellence in occupational health and safety performance, recognizing that the health, safety, and wellbeing of our employees, contractors, visitors, and communities are fundamental to our business success and social responsibility.

We are dedicated to creating and maintaining a zero-harm workplace through the implementation of world-class health and safety management systems, proactive risk management, and fostering a culture where safety is everyone's responsibility. Our commitment extends throughout our value chain and is guided by the principle that all workplace injuries and occupational illnesses are preventable.

This policy aligns with our core values and demonstrates our commitment to compliance with all applicable laws, international standards, and industry best practices while continuously striving for improvement in our health and safety performance.

1. POLICY STATEMENT

We at Anand NVH Products Private Limited are committed for continual improvement in our environmental and health and safety performance. To achieve our endeavour, we shall direct our efforts, resources and systems,

- To prevent ill health, injury to our employees and all kind of air, water, land pollution
- Reduce consumption of natural resources by selecting & implementing integrated management system programme.
- Complying to all legal and other requirements related to occupational, health, safety and environment
- Proactive health and safety hazard/risk recognition and mitigation,
- Respect for employee's right to join or form Health and Safety committees,
- Training for employees that enables them to develop their skills and find greater satisfaction in their work by contributing to avoid workplace injuries and occupational illnesses.
- Working hours, holidays and leave periods will be established in compliance with the applicable National and local laws.

We have the following human rights objectives:

- Prohibit the use of all forms of forced and child labour, and any form of human trafficking, slavery.
- Ensure equal opportunity for all without discrimination or harassment based on sex, race, age, colour, disability, ethnic or national origin, sexual orientation, religion, social or marital status, or other status protected by applicable law.

Customer health and Safety:

- Anand NVH is Committed to the release of products that are safe for its customers.
- Anand NVH strive to help customers to reduce their carbon footprint by participating and supporting the initiatives taken by its customers.
- Anand NVH aims to promote responsible consumption by focusing on technology / techniques that emit fewer emissions.
- Achieve zero product recall or safety incidents by FY 2029- 2030. Anand NVH is committed to support phase-out of fossil fuel by opting low carbon technologies (alternative fuels eg: PNG, Solar etc) and businesses with transition plans to a net positive future by FY 2050.

To achieve safe and healthy working environment we shall involve and upgrade all the employees to identify and eliminate the significant environmental aspects and health and safety hazards due to our product, processes and services.



Kanwardeep Singh Anand

Executive Director

Date: 15.01.2025