



# **DENTA WATER AND INFRA SOLUTIONS LIMITED**

## **Occupational Workplace Health Safety Policy**

**CIN: U70109KA2016PLC097869**

**Registered Office: # 40, 3rd Floor, Sri Lakshminarayana Mansion, South End Road,  
Basavanagudi Bangalore, South Bangalore, Karnataka 560 004, India**

## 1. Objective

Denta Water And Infra Solutions Limited strongly believes that every employee has a right to feel safe and secure at the workplace. The Occupational Workplace Health Safety Policy is required to provide guidelines to help preserve the best possible working conditions for employees. The company is committed to follow legal standards and safety regulations.

## 2. Scope & Applicability

The policy applies to all employees as well as associates, contractors and consultants.

## 3. Policy / Process

There are two aspects to be considered when establishing the Policy: (a) Preventive Action and (b) Emergency Management.

**(a) Preventive Action** is taken to avoid injuries or illness related to workplace conditions.

Admin will conduct periodical risk assessments and job hazard analysis to establish what is likely to harm employees and establish preventive measures accordingly.

The following preventive measures will be undertaken:

- Ensure there are safety precautions like safety nets and ropes when employees work in heights, scaffolds, ladders and other unsteady structures or dangerous sectors or locations
- Based on the nature of the work, Personal Protective Equipment (PPE) like gloves, protective uniforms, goggles, and other safety gear / equipment is mandatory.
- Inspectors / Quality control team / IT team will periodically inspect respective equipment, infrastructure and hardware for any faults or repairs
- Employee training sessions in health & safety standards and procedures
- All high-risk jobs / tasks to be performed with at least two employees present
- Exposure to chemicals, radiation and noise should not exceed certain given limits
- Caution signs wherever repairs, maintenance or cleaning is undertaken
- Office premises to be made non-smoking area and smoking areas identified

**(b) Emergency management** refers to a plan to deal with sudden catastrophes occurring due to human error or natural forces like fire, flood, earthquake or explosion.

Emergency safety management involves the following actions:

- First hand report to be instantly provided to Emergency Response Teams ERT / BCP teams for their assessment and action.
- Functional smoke alarms and sprinklers are regularly inspected by Admin / Security / Maintenance Teams
- Technicians (external or internal) to be available to repair leakages, damages and power outages quickly
- Regularly refurbished fire extinguishers and other fire protection equipment are made easily accessible
- Evacuation plans are posted on the walls of each floor
- Fire escapes, safety exits, safe assembly areas are clearly marked and easily accessible
- First-aid kits are placed at convenient locations

Fire drills, emergency evacuations and first-aid classes scheduled periodically.

#### **4. Policy / Process**

There are two aspects to be considered when establishing the Policy: (a) Preventive Action and (b) Emergency Management.

(c) Preventive Action is taken to avoid injuries or illness related to workplace conditions.

Admin will conduct periodical risk assessments and job hazard analysis to establish what is likely to harm employees and establish preventive measures accordingly.

The following preventive measures will be undertaken:

- Ensure there are safety precautions like safety nets and ropes when employees work in heights, scaffolds, ladders and other unsteady structures or dangerous sectors or locations
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## **5. Special Circumstance and Exception**

Any deviation to this policy has to be approved by Management. Any changes to the policy has to be approved by Legal and Compliance

## **6. Non-compliance and Consequence**

Violation of this policy is subject to disciplinary action, up to and including termination.

**Effective Date: 2nd November, 2023**