

LUMINA DATAMATICS LIMITED

HEALTH, SAFETY & ENVIRONMENT POLICY

Title	Health, Safety & Environment Policy		
Department	Human Resource	Version	1.0
Date of Effect	January 18, 2023	Date of Next Review	March 31, 2026

The objective of this policy: A safe workplace and sustainable business

Lumina Datamatics believe that without safe, clean environment as well as healthy working conditions, social justice and economic growth cannot be achieved and that safe and healthy working environment is recognized as a fundamental human right. Employees are considered an asset to a Company, Creating and fostering a good workplace are essential element of a successful and sustainable business.

Health and Environment at workplace, is not only to eliminate the incidence of work-related injuries, diseases, fatalities, disaster and loss of national assets and ensuring achievement of a high level of occupational safety, health and environment performance through proactive approaches but also to enhance the well-being of the employee and society, at large.

In context of the above, we aim at:

Environmental Protection:

- Promoting sustainable development in all our activities including software design and development;
- Pursuing innovative solutions that can contribute to the overall objective of our firm’s health, safety, and environment management;
- Taking into consideration the environmental risks and opportunities in the services we provide to our clients;
- Establishing methods to use energy more efficiently, reduce waste, and prevent accidents.

Safety and Health Measures:

- Measuring for managing the availability of resources in case of an emergency include: Maintaining a list of external equipment, personnel, facilities, funding, expert knowledge, and materials that may be required to respond to emergencies. A fire and life safety program consist of emergency information and training provided by a fire and life safety specialist;

- Monitoring, reviewing, and continually improving our health, safety, and environment objectives and programs. This includes the evaluation of our performance according to global standards and reporting it to interested parties where applicable;
- Complying with the applicable health, safety, and environment local laws and regulations in each country we operate in, whereas if no standard was set by the country, we seek to apply our own internal standard as far as is reasonably practicable;
- To Make Emergency Response Plan to assist staff and emergency response teams during real life emergency and training exercises. Communicate our commitment to this policy to our subsidiaries, affiliates, contractors and governments worldwide and seek their support;
- Involve our employees and business associates in maintaining a safe and healthy work environment through consultation and participation.

Review

Maintaining appropriate controls, including periodic review of this Policy, to ensure its applicability and relevance to the changing scenarios and Stakeholders' expectations.

Approved by

For and behalf of Board of Directors

Sd/-

Sameer L. Kanodia
Managing Director & CEO