



NEPHRO CARE INDIA LIMITED
(FORMERLY KNOWN AS NEPHRO CARE INDIA PRIVATE LIMITED)
CIN:U85100WB2014PLC202429
Regd. Office- Flat No-1JC-18, 5th Floor Sec-III, Saltlake, Bidhan Nagar,
Sai Complex, North 24 Parganas, Kolkata - 700098 West Bengal, India.
Web: <https://www.nephrocareindia.com/>
Email id: investor@nephrocareindia.com

Safety Principles

NCIL believes that maintaining Excellent Safety Standards is doing Good Business that aids in their corporate performance. Our Occupational Health & Safety Programme is guided and focused by safety principles in order to achieve and maintain safety excellence.

Our principles and beliefs motivate us to undertake frequent workplace safety assessments, identify and report hazards, investigate events, conduct safety observations, follow rules and procedures, and take all necessary precautions to reduce risks.

The importance of safety cannot be overstated.

- All workplace injuries and illnesses are preventable.
- All operational risks should be minimized.
- Management is dedicated to creating a safe work environment and preventing injuries.
- Everyone bears responsibility for workplace health and safety.
- Employee dedication to safety concerns.
- We will promote our employees' off-the-job safety.
- Work is only successful if it is carried out safely.
- Everyone has the authority to put an end to harmful workplace practices.



NEPHRO CARE INDIA LIMITED
(FORMERLY KNOWN AS NEPHRO CARE INDIA PRIVATE LIMITED)
CIN:U85100WB2014PLC202429
Regd. Office- Flat No-1JC-18, 5th Floor Sec-III, Saltlake, Bidhan Nagar,
Sai Complex, North 24 Parganas, Kolkata - 700098 West Bengal, India.
Web: <https://www.nephrocareindia.com/>
Email id: investor@nephrocareindia.com

Policy Concerning Health, Safety, and the Environment

We at *NCIL* reiterate our stance that the health and safety of our employees and the protection of the environment are of the utmost significance and take precedence in all of our business choices. In order to live up to this belief and commitment, we aim to:

- Maintain and proactively develop our management systems in order to reduce health and safety risks to our stakeholders and others impacted by our actions.
- Ensure complete adherence to all applicable occupational health, safety, and environmental rules, as well as other legal obligations.
- Integrate health, safety, and the environment, as well as procedures and best practices, into all operational activities with line-functional responsibilities at a level conducive to improving and maintaining health, safety, and environmental performance.
- Encourage staff to maintain a safe and healthy workplace by conducting periodic assessments of operating procedures, work practices, and a safe working environment.
- Create a safety culture through active leadership and provide appropriate training at all levels to enable employees to meet their health, safety, and environmental responsibilities.

- Incorporate relevant health, safety, and environmental elements into business decisions for plan and technology selection, performance evaluations of personnel, and key job nominations.
- Protect the environment by increasing efficiency, reducing waste, and promoting solar energy.
- Everyone has the authority to put an end to harmful workplace practices.