

INFO EDGE (INDIA) LTD.

HEALTH AND SAFETY POLICY

PURPOSE

Our Health & Safety Policy is a cornerstone of the values deeply held at Info Edge (India) Limited and its wholly owned subsidiaries (“Info Edge” or “the Company”). It reflects our determination to comply with all applicable laws and regulations and respect the rights of all those who are most directly affected. Info Edge’s unwavering commitment to safeguarding the quality of the workplace environment and the health and safety of all who work within it gives us a distinct competitive advantage in the market. It underpins how seriously we take our responsibility as corporate citizens.

SCOPE AND APPLICABILITY

This policy applies to all individuals of the Company working at all the levels and grades, including senior managers, officers, directors, associates (whether permanent, fixed-term or temporary), trainees, volunteers, seconded staff, casual workers and agency staff, agents, or any other person associated with the Company (collectively referred to as “the Associates”), and visitors working/present at the workplace. The workplace includes:

- All offices or other premises where the Company’s business is conducted
- All Company-related activities performed at any other site away from the Company’s premises
- Any social, business, or other functions where the conduct or comment may have an adverse impact on the workplace or workplace relations
- Any place visited by the employee in the course of employment, including “a dwelling place or a house” will also constitute a workplace

VISION AND OBJECTIVE

At Info Edge, the well-being and safety of the Associates is of utmost importance. Well-being refers to a state categorized by good health and happiness. We aim to:

- Identify and assess the potential risks to the well-being of the Associates
- Prevent risks and contain undesired consequences to safeguard the Associates
- Monitor, measure, and control the Occupational Health & Safety system with a view to continuous improvement
- Activate and sensitize all internal and external factors involved to promote a strong sense of responsibility.
- Invest in the Occupational Health & Safety system as a distinguishing strategic asset that helps give Info Edge a competitive edge in the market
- Provide safe and accessible infrastructure for Persons with Disabilities (PWD) as per the rights of Persons with Disabilities Act, 2016.

RESPONSIBILITIES

Info Edge shall-

- Actively identify, assess, and manage health and safety-related risks across business operations and the supply chain
- Take appropriate measures to prevent workplace injuries and ill health, and provide Associates with a safe, healthy, and hygienic working environment by continuously evolving industry practices and societal standards of care
- Identify and comply with applicable Health & Safety (H&S) regulations and other requirements that we are committed to
- Set objectives and targets that result in continuous improvement of our health and safety management and performance
- Encourage involvement of the Associates through feedback and consultation. Provide training both generic and role-risk specific to all Associates, to help improve health and safety performance.
- Implement a solution to have good quality air inside its office having lower values of PM2.5 as prescribed by WHO & Indian Standards guidelines on Ambient Air. Regular monitoring of temperature inside the buildings and controlling the air-conditioning System. Implementation of “Laser Egg”, a device for instant air quality monitoring indicating parameters like AQI, PM2.5, etc. does help the Company to reduce their workplace emission and create a healthy and safe workplace
- Testing of drinking & portable water on a set frequency to ensure the water used is in alignment to the BIS standards and other related legislation
- Conduct periodic internal and independent reviews of conformance to health and safety management systems and performance such as routine Emergency mock drills, Testing of Fire & Safety Infra, and Thermography of electrical equipment on a set frequency. Scheduling of Planned Preventive Maintenance (PPM) for electro-mechanical equipment will be carried out as well
- Provide general health and safety facilities such as medical rooms in corporate offices along with first aid kits and over the Counter medicines in selected facilities
- Publish independently verified H&S data and certifications, including but not limited to ambient and indoor air quality, water quality, noise pollution, and incident/injury data

HEALTH AND SAFETY SYSTEM

The Occupational Health & Safety system in force at Info Edge is based on the core principles of this policy and is fully compliant with the laws and regulations that from time to time apply in India. The system is reviewed and updated continually to align with newly introduced rules, evolutions within the Company, and the expectations of the actors involved. Info Edge actively encourages all personnel, functions, and legal entities to champion the principles described in this document and encourages all Info Edge Associates to adopt these Occupational Health & Safety principles as part of their daily experience.

COMMUNICATION OF POLICY

The Company communicates transparently all necessary and relevant information with all the relevant stakeholders regarding policies and procedures pertaining to Health and safety related concerns. This Policy shall also be available on the internal portal and/or on the website of the Company.

GRIEVANCE REDRESSAL MECHANISM

The Business Responsibility and Reporting Committee shall be responsible to resolve the grievances related to Health & Safety. Any concerns related to the subject can be send at Infoedge.BRSR@infoedge.com.