

ENVIRONMENT, HEALTH & SAFETY (EHS) POLICY

ConQuerent Control Systems Pvt. Ltd.

Policy Statement

ConQuerent Control Systems Pvt. Ltd. is committed to conducting its operations in a manner that protects the environment, safeguards the health and safety of employees and stakeholders, conserves natural resources, and contributes to sustainable community development. The Company considers safety, health, environmental stewardship and sustainability integral to responsible business growth.

1. Employee Health, Safety & Well-Being

- Provide and maintain a safe and healthy workplace for all employees, workers, visitors and contractors.
- Identify workplace hazards and control risks through appropriate safety procedures, training, personal protective equipment (PPE) and preventive measures.
- Promote safe operating practices, emergency preparedness, fire safety and regular safety-awareness programmes.
- Conduct periodic health check-ups and health camps for employees to support preventive healthcare and employee well-being.
- Encourage prompt reporting of unsafe conditions, incidents and near misses, followed by appropriate corrective and preventive actions.
- Strengthen a positive safety culture through employee participation, communication, training and continual improvement.

2. Environmental Protection & Resource Conservation

- Minimize the environmental impact of manufacturing and business operations through responsible resource utilization, waste reduction, pollution prevention and energy conservation.
- Promote efficient use of electricity, water, raw materials and other natural resources.
- Encourage segregation, recycling, reuse and responsible disposal of waste in accordance with applicable requirements.
- Monitor environmental performance and adopt appropriate technological and operational solutions to improve resource efficiency and reduce environmental impacts.
- Promote awareness among employees and stakeholders regarding environmental responsibility and sustainable practices.

3. Tree Preservation, Green Cover & Afforestation

- Give priority to preserving existing trees within and around operational areas.
- Avoid unnecessary cutting or damage to trees and undertake compensatory plantation wherever required.
- Promote tree planting and green-belt development around facilities and in community areas.
- Encourage employees and local communities to participate in plantation and environmental conservation initiatives.
- Every visitor at our premises at IMT Manesar is presented with a plant with the intent of encouraging planting of more trees and protecting the environment.
- Support the broader objective of retaining and expanding green cover through responsible environmental practices.

4. Community & Rural Sustainability

- Through the Company's association with RSVC Mandaura (RuTAGe Smart Village Centre, Mandaura), support practical initiatives that connect technology with rural development, environmental sustainability, natural farming, renewable energy, skill development and sustainable livelihoods.
- Support demonstration and awareness of locally relevant technologies, resource conservation, clean energy, sustainable agriculture and environmentally responsible rural enterprises.
- Encourage initiatives that contribute to sustainable community development and responsible use of local resources.

5. Emergency Preparedness & Incident Management

- Maintain appropriate preparedness for emergencies, including fire and other workplace incidents, consistent with the nature of operations.
- Provide appropriate awareness, training and emergency-response arrangements for employees and relevant stakeholders.
- Investigate incidents and implement corrective and preventive measures to reduce the likelihood of recurrence.
- Promote a culture in which employees promptly report hazards, unsafe acts, unsafe conditions and incidents.

6. Legal Compliance & EHS Governance

- Comply with all applicable environmental, health and safety laws, regulations and statutory requirements.

- Establish appropriate EHS objectives and periodically review performance against those objectives.
- Communicate relevant EHS responsibilities and expectations to employees, workers, contractors and visitors.
- Maintain appropriate monitoring, training and review mechanisms to support effective implementation of this policy.

7. Continual Improvement

- Continually improve EHS management practices through training, monitoring, employee participation, innovation and appropriate technological solutions.
- Review EHS performance and opportunities for improvement periodically.
- Encourage every employee to take personal responsibility for workplace safety, health and environmental protection.
- Integrate EHS considerations into operational decision-making and responsible business practices.

Our Commitment

“Safe People • Healthy Workplace • Protected Environment • Sustainable Communities”

ConQuerent Control Systems Pvt. Ltd. believes that business growth and environmental and social responsibility must go hand in hand. We are committed to building a culture where safety, health, environmental stewardship and sustainable development are embedded in the way we work.