

**Sahita Human Capital Solutions Pvt Ltd**

**CIN: U74999TN2020PTC138486**

**NO. 1281, 21ST MAIN, 2ND PHASE J P NAGAR, Bangalore, BANGALORE, Karnataka, India,  
560078**

**Dated: April 1, 2025**

**OCCUPATIONAL, HEALTH AND SAFETY POLICY**

**INTRODUCTION AND PURPOSE**

The purpose of this Occupational, Health and Safety (OHS) policy is to establish Sahia Human Capital Solutions Pvt Ltd (Sahita) commitment to providing a safe and healthy work environment for its employees, contractors, visitors and all concerned parties. The policy outlines the Organization's commitment towards Zero harm and sets out guidelines for employees, contractors, visitors and other concerned parties, on identifying and controlling workplace hazards, preventing workplace injuries and illnesses and continuously enabling improvement of OHS performance.

**1. OBJECTIVE**

- (i) To identify and assess workplace hazards and implement appropriate controls to eliminate risks.
- (ii) To prevent workplace accidents, injuries, and illnesses.
- (iii) To establish clear roles and responsibilities for OHS within the organization.
- (iv) To provide employees with OHS training and education to help them work safely and avoid hazards.
- (v) To continuously improve the organization's OHS performance through monitoring, evaluation, and review as per policy revision clause.
- (vi) To create a culture of safety within the organization by promoting good safety behaviour, awareness, and communication.

**2. SCOPE**

This policy applies to all stakeholders of Sahita including:

- (i) All employees & contractors of Sahita and its divisions
- (ii) Visitors

**3. POLICY**

Sahita is committed to providing a safe working environment for its employees, visitors and all concerned parties. Prevention of occupational injuries and illness is the organization's top priority.

**4. ACTIONS AND PROCEDURE**

To achieve the goal of "Zero Harm" Sahita shall –

- (i) Undertake risk assessments to identify safety risks in operations and formulate corresponding mitigation plans.
- (ii) Undertake capacity building, awareness sessions and training to promote good safety behaviour.

- (iii) Involve all relevant interested parties and unions including workers in consultation and participation.
- (iv) Set objectives, targets and action plans for Health and Safety systems.
- (v) Hold all levels of management accountable for Health and Safety matters in their area of responsibility.

## **5. ROLES & RESPONSIBILITIES**

Employees are expected to comply with this and all other applicable Sahita policies. Any violation of this policy or related complaints can be reported to the Founder.

## **6. POLICY REVISION**

We will continue to review and update the OHS policy to ensure that it remains relevant and effective.