



Health, Safety and Environment Policy.

Ripples is committed to providing and maintaining a healthy safe and secure environment for all its employees and any other persons who may be affected by its activities at its Workplace, Project Sites or Public Shows managed by it.

To achieve this aim, **Ripples** has the following key objectives:

- To ensure the health, safety, security, and welfare of all its employees and subcontractors.
- To ensure that visitors, and the general public who may be affected by RIPPLES activities, are not exposed to any risks to their health and safety.
- To continuously review and improve its HSE practices and performance.
- Comply with all statutory requirements concerning Health Safety and Environment.
- Utilize resources in a responsible and efficient manner to minimize its impact on the environment.

Ripples strives to achieve these objectives by:

- Ensuring that all employees are covered under ESI so that they and their families have a health cover.
- Ensuring proper insurance cover for general public visiting the shows operated and maintained by Ripples.
- Identifying hazards and assessing the risks of the site and managing those risks prior to starting of any new project.
- Consulting with employees and ensuring that all who work on our behalf are adequately informed of identified risks and where appropriate, receive the relevant information, instruction, training, and supervision.
- Periodically reviewing for safety all the areas where general public is present at the Shows managed by us.
- Maintaining a clean environment in public areas for all the Shows managed by us.
- Planning for co-ordination and co-operation with other employers where we execute projects.
- Maintaining all equipment in a safe state and provide both safe systems of work and a safe working environment for employees and all who work on our behalf.
- Ensuring safe use, handling, storage and transport of equipment and other materials.
- Maintaining clear procedures for action to be taken in the event of an emergency.
- Having a dedicated HR officer in the company to ensure that all policies are followed and support to employees and subcontractors is available whenever required.
- Encouraging the development and maintenance of a positive attitude towards health, safety and environment throughout RIPPLES.

Site HSE Discipline (During Execution)

The Ripples Site Team maintains a strict discipline on HSE matters while performing works at project site. Below are the SOP's maintained:

- Smoking is strictly prohibited at all sites.
- Physical fitness of workmen to undertake operations such as working at height, heavy tools operation etc. shall be ensured by the supervisor before assigning the job.
- All personnel working on more than 2-meter height (from where they are likely to fall) shall wear a full body safety harness anchored to a firm support.
- All excavations shall be barricaded using MS pipes, clamps and reflective tapes.
- Adequate illumination at workplaces shall be ensured in advance if planning to undertake job at night.
- All dangerous moving parts of the portable/fixed machinery used at site shall be adequately guarded.
- Inserting of bare wires for tapping the power from electrical sockets is strictly prohibited.
- Good housekeeping to be maintained, debris, scrap and other materials to be cleared from the workplace from time to time. Material shall not be stacked to such heights affecting its stability