

Integrated Management System (IMS) Policy

(ISO 14001, ISO 45001)

Policy Overview

Techwave is committed to protect the health and safety of its employees, contractors, customers and other *Stakeholders related to its operations in responsible manner. It shall ensure alignment of business strategy with this integrated policy and confirm the commitment to:

Objectives:

- Conduct the operations in accordance with all applicable statutory and other requirements.
- Prevent injury & occupational illness through employee involvement, robust EHS programs and Management of Risk. Provide Safe & Healthy working conditions, Eliminate Hazards and reduce risks, and consultation participation of workers.
- Integrate EHS aspects in all support function activities such as purchase of plant & machinery, vendor selection, purchase of material and hiring individuals.
- Optimizing Resource utilization for Pollution prevention, Environmental protection, Energy and Water conservation and Reduction of wastes and emissions. Sustainable resource use, climate change mitigation, adaptation and protection of biodiversity and eco system.
- Identifying EHS hazards at the design stage of the Process and Service and build appropriate measures to mitigate risks.
- Train and motivate employees to conduct activities in safe and environmentally responsible manner, both on and off the Job.
- Promoting EHS awareness among key Stakeholders.
- Conduct health check-ups of employees at periodic intervals and for specific exposures, on need basis.
- Reviewing EHS performance on a periodic basis, including setting and review of EHS objectives and targets for promoting continual improvement.

The policy will be communicated to all employees and will be available to all Stakeholders upon request.

The Senior Management has overall responsibility to implement the policy and review it once in a year or on need basis.

Damodar Rao Gummadapu
Chairman

*Stakeholders include customers, shareholders, employees, government agencies, regulatory bodies, emergency services (police, ambulance, firefighters, etc.), employees' families, media, suppliers, contractors, outsourced partners, publishers, service providers, etc.