

LUPIN TELEPOWER

Health, Safety and Labour Conditions Policy

Lupin Telepower Private Limited

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1 Introduction

LUPIN is one of the India's upcoming business conglomerate established in 2010, with headquarters in Hyderabad. We offer a wide range of turnkey solutions for wireless network infrastructure that precisely meet the everyday needs of the Communication Networks. Lupin is having its own OHS Policy which is suitable for Telecomm Industry.

2 Purpose and scope

The protection and improvement of the health and safety of everyone who works for or with Lupin, is a guiding principle in all our operations Pan India. This occupational health, safety and labor conditions policy is based on Lupin Code of Conduct and employment policies and practices.

3 Key principles

- Provide healthy and safe working conditions for all our employees and promote well-being and fair treatment at work
- Lupin Employees are trained by CBTHR at Karam, Penta Soft
- Ensure compliance with all applicable occupational health and safety and labor legislation along with other requirements to which we

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subscribe (including customer specific requirements as well as industry best practices)

- Integrate occupational health and safety management into our business and processes including design, production, distribution, installation and support of our product and systems
- Emphasize the responsibility of both management and also individual employees for healthy, safe working conditions and fair treatment for all
- Strive to continuously improve our health and safety performance through risk management, preventing work-related accidents, ill health, diseases and incidents and by developing and implementing new working practices and technologies, which enhance our employees' health and safety
- Ensure that our service, and work with our suppliers and customers to promote responsible use throughout their life cycle
- Promote a healthy life-style and support voluntary activities that enhance employees' health, well being and work-life balance
- Regularly medical test are provided to the Lupin Employees
- Promote occupational health, safety and labor conditions awareness through effective communication and training, and by sharing best practices, both internally and externally

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- Take immediate action to remedy situations where incidents, audits and feedback identify areas for improvement in our health, safety and labor conditions management
- Ensure our suppliers, contractors and other business partners follow the same standards and place equally high priority on health, safety and labor conditions in their operation