



## OCCUPATIONAL HEALTH & SAFETY POLICY



# *Fractal Analytics Limited*

## Occupational Health & Safety Policy

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At Fractal, we are committed to provide safe and healthy working conditions for our employees, contractors, visitors, and all individuals involved in our operations. Our commitment to OH&S is aligned with the purpose, size, and context of our organization, as well as the specific nature of our OH&S risks and opportunities.

## 1. Key Commitments

- **Safety and Health Priority:** We prioritize the safety and health of our workforce above all else, with a firm commitment to preventing work-related injuries and illnesses.
- **Framework for OH&S Objectives:** We have established a framework that guides the setting of OH&S objectives to continually enhance occupant's safety and well-being.
- **Legal and Other Requirements:** We are dedicated to fulfilling all legal requirements and other relevant OH&S obligations to ensure compliance with applicable laws and regulations.
- **Hazard Elimination and Risk Reduction:** Our commitment extends to the elimination of hazards and the reduction of OH&S risks. We actively work to identify and mitigate risks that may affect our workforce.
- **Continual Improvement:** Fractal Analytics is unwavering in its commitment to the continual improvement of our OH&S management system. We strive for ongoing progress in our OH&S practices.
- **Consultation and Participation:** We encourage and value the active consultation and participation of our workers in OH&S matters. Workers' representatives, where they exist, are also included in this process.
- **Training & awareness:** Fractal prioritizes training to ensure workplace safety. Employees receive induction and periodic refresher training on occupation health and safety and emergency preparedness. Specialized training is provided for high-risk roles. Awareness is reinforced through posters, toolbox talks, and drills. Training programs include real-life scenarios, practical demonstrations, and interactive sessions. Employee feedback is encouraged for continuous improvement.

## 2. Roles & Responsibility

- **Top Management:** Establishes and promotes a strong safety culture by integrating OH&S principles into business operations. Defines safety objectives, ensures compliance with regulatory requirements, and allocates resources to implement effective safety measures.
- **Managers & Supervisors:** Implement safety policies and procedures, provide employees with necessary training and resources, enforce PPE usage, conduct safety inspections, and take corrective actions to address hazards. They actively engage employees in safety discussions and initiatives.
- **Employees & Workers:** Follow established OH&S policies, attend training sessions, use protective equipment correctly, report unsafe conditions, and participate in workplace safety programs. Their commitment ensures a secure and hazard-free working environment.
- **Admin Centre Heads:** Manages policy implementation, conducts risk assessments, ensures compliance with legal and industry standards, develops safety procedures, investigates workplace incidents, facilitates training, oversees emergency response planning, and continuously improves safety practices.

## 3. Grievance Redressal Mechanism

Grievance Redressal Mechanism: Employees and stakeholders can report OH&S concerns and grievances by sending an email to [admin@fractal.ai](mailto:admin@fractal.ai). All grievances will be addressed

promptly, ensuring transparency and corrective actions where necessary.

#### **4. Health & Safety Management System**

The Occupational Health & Safety Management System at Fractal is built on the core principles of this policy and fully complies with applicable laws and regulations in India. The system and OHS Policy are reviewed and updated annually or on need basis to align with evolving regulatory requirements, organizational developments, and stakeholder expectations.

Fractal actively promotes a culture of safety and well-being by encouraging all employees, functions, and business units to uphold the principles outlined in this policy. We expect all Fractal team members to integrate these Occupational Health & Safety standards into their daily work, ensuring a safe and healthy workplace for everyone.

Our OH&S policy is maintained as documented information, ensuring accessibility for all within our organization. We communicate this policy throughout our workforce, and as appropriate, to interested parties. This policy is relevant and tailored to Fractal's unique OH&S risks and opportunities.

This policy represents our dedication to fostering a safe and healthy work environment, and we are committed to always upholding its principles and objectives.