

ENVIRONMENT, HEALTH & SAFETY POLICY

We reaffirm our belief that the health and safety of our stakeholders is of the utmost importance and take precedence in all our business decisions. We believe that all injuries & accidents are preventable. In the pursuit of this belief and commitment, we strive to:

- Develop, implement & proactively improve our management systems to minimize health & safety hazards to our stake holders and all concerned influenced by our activities.
- Ensure compliance with all applicable occupational health, safety and environmental regulations & other legal requirements.
- Integrate Health Safety and environment procedure & best practices into operational activity with assigned line function responsibilities at all levels for improving & sustaining health & safety standards set.
- Encourage employees in maintaining a safe & healthy workplace through periodic reviews of the operational procedure and periodic audits.
- Developing a culture of safety through active leadership and provide appropriate training at all levels to enable employees to fulfil their health, safety & environment obligations.
- Incorporating appropriate health, safety and environment criteria into performance appraisals of individuals in key positions.
- Conserve natural resources by promoting solar energy.
- Ensure availability at times of appropriate resources to fully implement the health, safety and environment policy of the company.
- Actively communicate this policy to all stake holders by suitable means and periodically review its relevance in a continuously changing business environment.
- This policy shall be applicable for Juniper Green Energy Private Limited, its affiliates & subsidiaries.



Mr. Naresh Mansukhani
CEO

Date: 1st MAY 2019/ Rev: 00

Juniper Green Energy Private Limited

(Formerly known as AT Capital Advisory India Private Limited)

Registered office: F-9, First Floor, Manish Plaza-1, Plot No. 7 MLU, Sector-10, Dwarka New Delhi-110075 CIN: U40100DL2011PTC228318

Corporate office: Plot No. 18, 1st Floor, Institutional Area, Sector 32, Gurugram Haryana-122001 Tel +91-124 4739600, Fax +91-124 4739666 Email: info@junipergreenenergy.com

PROHIBITED ACTIVITIES POLICY

We reaffirm that we shall not under take any of the following activities at our site as listed:

- Production or activities involving harmful or exploitative forms of forced or child labour.
- Production or trade or activity deemed illegal under Indian laws & regulations.
- Trade in wildlife or wildlife products and plants protected under the convention of international trade in endangered species of wild fauna & flora as well as poaching.
- Production of or trade in weapons and munitions.
- Any activity relating to gambling, casinos, prostitution or pornography.
- Production or trade in tobacco.
- Production or trade in alcoholic beverages.
- Production-usage-trade of hazardous materials like radioactive materials and unbounded asbestos fibres.
- Drift net fishing in marine environment
- Storage, treatment or disposal of hazardous waste as well as cross border trade in waste & waste products.
- Activities involving nuclear energy generation.
- Logging in any forest areas with a high biodiversity value.
- Destruction of critical habitat or sustainably managed forests.
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PROHIBITION OF ALCOHOL & OTHER DRUGS AT WORKPLACE POLICY

Alcohol and other drugs affect concentration, co-ordination and performance of an individual. It is recognised that the effects of alcohol and other drugs results into the workplace inefficiency, accidents and absenteeism. Juniper Green Energy recognises its employees as its most valuable resource and is committed to provide a working environment, which is healthy and safe for the entire workforce. Therefore, this policy should be seen in the context of the promotion of health, safety and welfare of all employees of Juniper Green Energy.

- our policy is to provide an alcohol & drug free environment for all employees and visitors to establish a safe and healthy workplace environment.
- This policy covers the prohibition on consumption of any alcoholic beverage irrespective of alcohol content and different forms of packaging & quantity as well as any products containing restricted/ prohibited materials and usage of e-cigarettes/ portable Hookahs on worksite of our company at any time.
- Exclusion like prescription drugs or those recommended by government recognized medical specialist are acceptable with proper information to site supervisor or work site manager.
- We recommend every employee/visitor/contractor or other concerned people to avoid smoking or eating-chewing tobacco or usage of tobacco in any form at site as far as reasonably possible as well as usage within designated areas at site at any point of time. Tobacco causes cancer & detrimental effects on health of an individual.
- Violation of the policy may result into disciplinary action.
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