

WOW FACTORS INDIA'S ENVIRONMENT, HEALTH & SAFETY POLICY

We recognise our moral and legal responsibility to provide a safe and healthy work environment for employees, contractors, customers and visitors.

This commitment extends to ensuring that the organisation's operations do not place the cause to harm to environment and prevent local community from risk of injury, illness or property damages.

We commit for continuous improvement in our EHS management in order to conserve environment and eliminate workplace injury and illness.

This policy is communicated to all staff through an electronic controlled copy placed on the company network with other relevant management system manuals, and placed on common area noticeboard.

This policy is made available to the public via the company website.

The objectives of this policy are as follows:

- Not causing pollution in any form which leads to depletion of natural ecosystems.
- Provide safe equipment and systems of work;
- Provide written procedures and instructions to ensure safe systems of work;
- Ensure compliance with legislative requirements, current industry standards and the requirements of AS/NZS 4801:2001 Occupational Health and Safety Management Systems;
- Provide information, instruction, training and supervision to employees, contractors, visitors and customers to ensure their safety;
- Provide support and assistance to employees
- Continually improve our EHS systems materials and performance through predetermined targets and objectives.

Each management representative is accountable for implementing this policy in their area of responsibility.

- This will be measured via the Executive Management governance meetings. Management is responsible for:
 - Establishment of pollution-free systems
 - Upkeep of plant machinery so that it does not contribute harm to the environment.

- The provision and maintenance of the workplace in a safe and secure condition;
- Active involvement in the development, promotion and implementation of health and safety policies and procedures;
- Training employees in the safe performance of their assigned tasks; and
- The provision of resources to meet the environment, health and safety commitment.

The employees are to:

- Follow all health and safety policies and procedures;
- Report all known or observed hazards to their immediate supervisor or manager.
- We are committed to consultation and co-operation between management and employees.
- Identification and control of hazards;
- Investigation and reporting of all accidents and dangerous incidents;
- Participation of and consultation with, workers on safety matters of significance;
- Provision of first aid and emergency procedures;
- Provision of information, training and supervision as necessary for safety.
- This Policy will be reviewed every 12 months, when required by changes in legislation, or when company operations require it.
- If altered, workers will be consulted and notified of changes.
