



Environmental, Health &  
Safety Policy

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## RIPPLR'S ENVIRONMENTAL, HEALTH & SAFETY POLICY

### Objective:

Intelligent Retail Private Limited ("Ripplr") is committed to ensure a safe and healthful workplace and protecting the environment. We believe that safety and protecting the environment is good business and that all work-related injuries, illnesses, property losses and adverse environmental impacts are preventable.

### Applicability & Scope of the Policy:

Intelligent Retail Private Limited ("Ripplr") ensure to make, handle, use, transport, sell or dispose of product in a safe and environmentally sound manner and aims to prevent occupational injuries and ill health to any employee, contractor, service provider or visitor, through the following actions:

- We actively promote an EH&S culture of caring, work practices, standards, accountability, proactivity, learning, transparency and inclusion. While procedures, systems, and engineering controls play an important role in creating a safe and environmentally sustainable work environment, our daily behaviours define their effectiveness. We foster an EH&S culture where everyone is responsible for their safety, and the safety of others.
- Integrate EHS management system within day-to-day operations.
- Train, educate, support, and motivate all employees to follow safe work practices and sustain same through their active involvement and continued awareness. This will create a proactive EHS culture, to achieve continual improvement in EHS performance. Likewise, Suitable EHS induction will be provided to anyone accessing any of the sites of Ripplr;
- Monitor the working environment through inspections, surveys and audits on a regular basis and improve working conditions and practices.
- Comply with all applicable statutory and / or regulatory requirements applicable.
- Aim to zero work related injury and illness through total commitment to employees at every level in all work location.
- Provide a framework for setting and reviewing safety, health, environmental and quality objectives and targets.
- Involve all employees in implementations of this policy and provide appropriate training. Provide for dissemination of information to employees on Ripplr objectives and performance through suitable communication network.



Follow a systematic approach to EHS management plan in order to achieve continual performance improvement, minimize occupational health and safety risks.

- Conserve natural resources through responsible and efficient use of all our operations.

### **Safety Elements & Details:**

Ripplr operates in multiple locations which includes corporate offices & We are committed to adhere to the ESH policy across all the workplaces.

#### **1. Office Premises**

All our office premises and warehouses are chosen and maintained with all basic elements of hygiene as below:

- Well ventilated with sufficient lighting.
- Rest and meal place is set out specifically and workers have access for the same.
- Washrooms/ Toilets are maintained separately for Men and Women.
- First aid kit is available and accessible for workers/employees.
- Fire extinguishers are adopted and employees in warehouse and admin in corporate office are trained on the usage of it during induction process.

#### **2. Employee health & safety**

##### **2.1 Prohibition of Smoking, Drugs , and Alcohol in Work place**

- Smoking is prohibited in the workplace. Employees can choose designated smoking areas or outer premises to smoke. Any other area in our workplace (like restrooms, lobby, offices, staircases, warehouses) is strictly smoke-free to protect non-smokers.
- Whether you are an employee, contractor or visitor, you must not bring, use, give away or sell any drugs on company premises. If you are caught with illegal drugs or show that you are under the influence of substances, you will face disciplinary action up to and including termination.



- We prohibit employees from consuming alcohol during working hours, but they may consume alcoholic drinks in moderation at company events.

## 2.2 Heavy Lifting and material handling

- Warehouses are equipped with trolleys in case of handling heavy goods.
- All workers are mandated to use appropriate footwears as safety measures.
- Workers in warehouse are trained to handle the materials/ goods to avoid any safety issues.

## 2.3 Covid Measures

- Thermal check, Mask and sanitization have been made mandate at all office premises.
- Adequate measures have been implemented to maintain social distancing during work hours.
- Sanitization of the office premises is carried out more frequently.
- Actively encouraging sick employees to work from home or avail leave.

## 2.4 Discrimination and harassment free workplace

Intelligent Retail Private Limited ("Ripplr") is committed to create a safe and healthy work environment that enables its Employees to work without fear of prejudice, gender bias and sexual harassment. Ripplr also believes that all its Employees have the right to be treated with dignity and respect, in an environment free from any form of discrimination or conduct which can be considered as harassing, coercive or disruptive. The grievance raised by any employee is addressed by POSH and Grievance Redressal committee respectively.

## 3. Environmental Safety

We at Ripplr has regular checks and balances towards environmental resources as water usage, electricity usage, disposal of hazardous waste and recycling of the waste if any.

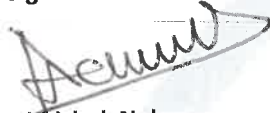
## 4. Emergency Protocols

The emergency in warehouses can be unforeseen and hence the emergency contact details of Hub Manager, ambulance, nearby police station and fire station is displayed at the entrance of every warehouse.

#### 5. Accidents & Incidents

Accident & injury, near miss, property damage/any other loss, or theft are addressed on immediate basis and appropriately actions are taken based on the incidents. All incidents are captured in detail as "Incident Report" (Annexure A) for further investigations. Further the procedures are handled as per business code of conduct & disciplinary action policies.

Signature:



**Abhishek Nehru**  
Co founder

Signature:



**Santosh D**  
Co founder



Annexure A

Incident Report			
Employee Name		Reporting Manager	
Employee ID		Work Location & address	
Type of Incident (Accident & injury, near miss, property damage/any other loss, or theft)			
Date & Time of Incident			
Narration of the Incident			
Injuries/Loss, If any			
Witness name and statement			
Any Medical attention/ action was provided?			
<b>Incident Report submitted by</b>			
Name:			
Date:			
Signature:			