

ILANTUS Health & Safety Policy

Statement of Intent

ILANTUS firmly believes that each and every individual associated with it is to be provided with safe and healthy working conditions at all times. It recognizes that health and safety is a management responsibility with effective control being achievable only through co-operative effort at all levels within the organization.

As a part of its commitment towards health and safety of its employees and other stakeholders, ILANTUS shall endeavour to:

- Set standards that comply with all relevant statutory requirements relating to health, safety and the environment with regard to their effect on employees, customers, contractors and the public
- Keep the workplace, including the staircases, floors, ways in and out, washrooms, etc, in a clean condition by regular maintenance, cleaning & repair.
- Maintain and ensure proper use of any and all electrical installations and equipment
- Provide and maintain a working environment for its employees that is safe and without risks to health
- Conduct all operations in an environment friendly and sustainable manner
- Conduct / facilitate periodic medical checkups for all its employees
- Ensure that all legal requirements are concerning health and safety are met at all its offices
- Provide the necessary information, instruction and training (as may be considered necessary) to its people in the areas of health and safety so that they are aware of their own responsibilities in respect of relevant health, safety and environmental matters
- Promote good health and be concerned with the prevention of occupational and non-occupational disorders and diseases through periodic health counselling and health education
- Constantly monitor the organization and its arrangements for health and safety, and make changes as may be deemed necessary from time to time

Ensuring safe & healthy working conditions are the responsibility of each Geography head with accountability of the same resting with the CEO at a global level.

This statement is a formal declaration of the intent of ILANTUS to ensure provision of healthy and safe working conditions to all its employees and other stakeholders (including visitors, contract staff, etc.) at all its offices.

Binod Singh
Chief Executive Officer
January 2008

This policy shall be revived every six months in order to accommodate any changes that may have occurred in legal requirements or working conditions.