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## Health & Safety Policy

### 1. Objective:

Flair is committed to provide safe and healthy work environment to its employees, associates, vendors and suppliers. This policy is designed to clarify the shared responsibilities towards fulfilling the health and safety objectives

### 2. Scope:

All on roll employees of Flair Networking Systems, Associates, Suppliers and Vendors

### 3. Operating Authority:

- a) Director
- b) All Employees
- c) Admin & HR Executive

### 4. Guidelines:

- a) Provide adequate resources and infrastructure to ensure continuous implementation of health and safety protocols.
- b) Comply with relevant national and industrial health & safety norms and compliances applicable to the organization
- c) Set appropriate health and safety objectives and conduct periodic performance review of these targets



- d) Adopt measures and processes that prevents occupation related accidents, injuries, illnesses, near misses and strive to continuously improve such processes. Promote safe and healthy work culture through various initiatives and practices, for example: provide Low radiation PCs/laptops to minimize strain on eyes while working, Safe drinking water, Offices - No Smoking Zone, rewarding on site safety rules follower etc.
- e) Ensure that all company employees, associates and relevant stakeholders are made aware of the health and safety objectives and involved in these practices. Provide adequate information, instruction, training and supervision wherever needed to employees to ensure that they are competent to undertake their tasks and activities safely and without risk or adverse effects to the health.
- f) Involve suppliers and service vendors by sharing health and safety objectives and related expectations from them.

Disclaimer: Any exception to the above will be at the sole discretion of the management.



*Director – Business Operations*