

# ***OCCUPATIONAL HEALTH & SAFETY POLICY***

***ATHENA CARS AND TOURS PVT LTD***

### **Purpose**

- The Occupational Health & Safety Policy (the “**Policy**”) represents and expresses the unbreakable commitment of Athena Cars and Tours Pvt Ltd., to occupational health and safety of its employees.
- Athena strongly believes that occupational health and safety is at the basis of its ethical culture and its corporate principles and values. For such reason, the Company is committed to continuously improving health, safety and welfare conditions at the work place of all employees.
- The Company considers that appropriate health and safety conditions are a pre-requisite for the smooth running of its business activities. The Company will not allow any activities that put other interests above health and safety of its employees.

### **Scope of application**

- This Policy shall apply to the Company and its employees. It shall be binding for the entire staff, regardless of their job and position.
- Under this Policy, Athena may develop a number of procedures and instructions to implement and enforce the obligations undertaken, and to bring it into line with the different local laws and regulations applicable to the Company.
- Athena expects from all the employees to whom this Policy has been disclosed to undertake to keep and safeguard appropriate health and safety conditions at their work environment

### **Contents**

Athena’s commitment, values and approach regarding occupational health and safety are addressed below.

#### **COMMITMENT:**

- Athena is committed to promoting health and safety at the workplace, and acknowledges it to be a cornerstone of its activities. Consequently, it approves the Occupational Health & Safety Policy.
- Athena believes that constant improvement of occupational health and safety is a common goal that extends to all levels.
- Athena is committed to preventing injuries and diseases of its employees, and including consultation and participation of its employees or their representatives in the decision-making process relating to health and safety initiatives.
- Athena will at any rate comply with: (i) the different local legislations applicable in the markets where it operates; and, (ii) any commitments which it voluntarily subscribes in the field of occupational health and safety.

**VALUES:**

- Athena's corporate culture is based on teamwork, open communication and high occupational health and safety standards.
- People are Athena's most important asset. As such, the Company is committed to offering the best health, safety and welfare conditions to all its employees.
- Athena strongly believes that health and safety at work enables and increases productivity and guides the way the company operates its business activities. Therefore, the Company will not allow any activities that put other interests above health and safety of its employees and suppliers.
- Athena acknowledges that training and communication of the Health and Safety program to its employees and their participation in health and safety initiatives are key to achieving the commitments set out in this Policy.
- At Athena, all employees, officers and stakeholders are part of the commitment to health and safety. The Company expects all of its employees and suppliers to be aware of such commitment, and assume responsibility for maintaining and safeguarding health and safety conditions in their work environments
- Athena has set as a permanent objective to reduce work-related accidents and to reduce and minimize health and safety hazards in respect of its employees.

**APPROACH:**

- At Athena, management of health and safety is based on constant improvement of its conditions.
- The Company work together in order to ensure that all activities are planned, coordinated and executed in compliance with the Policy, all applicable legislations across the world and voluntary commitments undertaken by the Company.

**Disclosure of the policy**

This Policy will be available to all employees and shall be made available to all stakeholders of the Company. Likewise, the Policy shall be subject to the appropriate disclosure, training and awareness-raising action, aimed at its full understanding and enforcement.

**Implementation of the policy**

Athena undertakes to assign specific resources to ensure the effective implementation of the Policy. The Company shall carry out appropriate due diligence processes for the regular identification of current and potential impacts in the field of health and safety, and take the relevant measures to prevent and mitigate any potential negative consequences thereof.

The management team shall be responsible for implementing and monitoring the Policy as a control system.

**Update and review of the policy**

The Policy will be reviewed and updated, where applicable, to bring it into line with any changes that the business model may undergo, or that may occur in the context where the Company operates, ensuring at all times the effective implementation thereof.

**Grievance mechanisms**

Athena maintains a permanent dialogue with its employees or their representatives allowing them to raise their concerns and expectations about health and safety issues which affect the Company.

FOR Athena Cars and Tours Pvt Ltd.,

Director  
Sreeharsha