



# Occupational Health & Safety (OH&S) Policy

**At HCL Technologies, we believe that Human Capital is our greatest strength being in the business of IT services, business solutions and outsourcing and in accordance with that Health, Safety and Wellbeing of our Employees and other Stakeholders are essential element of a successful and sustainable business.**

**HCL Technologies is committed to achieve Occupational Health & Safety excellence within areas of our operations by;**

- Ensuring the Health and Safety of its Employees, Contractors, Visitors and other Stakeholders affected by its operations.
- Meeting all Occupational Health & Safety Legal and other requirements applicable to the organization.
- Taking suitable measures to prevent Occupational Injuries and Illness, and to provide a Safe and Healthy working environment to its Employees and other affected by its operations.
- Ensuring robust Management of our OH&S activities like any other critical business activity; by incorporating appropriate Safety and Health considerations into our business decisions.
- Consulting with Employees in a meaningful and effective manner on OH&S issues to enable each concerned Employee to contribute to decisions that may affect their Health, Safety and Wellbeing at work.
- Ensuring prioritization of Risks and Action Plan for necessary mitigation.
- Providing a framework for setting and reviewing OH&S Objectives & Targets.
- Adopting OH&S practices at par with global standards using latest technologies to ensure Continual Improvement of OH&S performance.
- Establishing a guideline for dealing with all types of potential Emergency situations within its area of operations to ensure that all concerned personnel are familiar with roles and responsibilities in the event of an emergency.
- Ensuring that OH&S Policy is communicated to all the concerned persons working for or on behalf of the organization to make them aware of the OH&S responsibilities and also by making our OH&S Policy available to all Stakeholders including public, on demand.
- Maintaining appropriate controls, including annual review of OH&S Policy, to ensure its applicability and relevance to the changing scenarios and Stakeholders' expectations.

Sep 16, 2024

  
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**C VIJAYAKUMAR**  
CEO & Managing Director  
HCLTech