



Health, Safety and Environmental Policy

1. Scope and Objective

We at Signoff Semiconductors consider Health, Safety and the Environment (HSE) to be a fundamental component of long-term business strategy and a driver for sustainable growth.

2. Purpose

We are dedicated to minimizing the risk of injury and ill health at our offices, extending this commitment to our employees, contractors, and visitors. We want to be compliant with all applicable health and safety legal requirements.

We are committed to conducting our business operations and other services in a safe, eco-friendly and responsible manner by:

- Providing a safe working environment that exercises controls over occupational health and safety hazards, at the same time adhering to all applicable compliance obligations and other requirements.
- Employing policies that support sustainable use of resources, recycling consumables, and minimizing wastage wherever its possible. Also, managing the waste generated by our business operations in accordance with the principles of the waste hierarchy, prioritizing reduction, reuse, and recycling.
- Enhancing awareness among employees and contractors through systematic training and by facilitating consultation and participation of employees in health, safety and environmental related matters.
- Conduct periodic workplace risk assessments to identify and further measures needed to control risks to the health and safety of employees and other personnel.
- Communicating and making HSE policy available to all the employees, contractors and interested parties.

3. Key Guidelines

The Company periodically sensitizes its employees through awareness programs to promote the importance and value of high safety standards and practices. The key guidelines in this aspect are the following:

- Providing a safe, hygienic and supportive workplace to all its employees.
- Availability of first aid boxes in all offices of the Company.
- To have a comprehensive employee health insurance and personal accident policy.
- Organize health check-up camps on a periodic basis.
- Portable fire extinguishers of required type and capacity are installed and are kept in a functional site.
- Electric appliances and equipment used by the Company are purchased from reputed suppliers and have adequate safety ratings.

- The Company has annual maintenance contracts pertaining to various aspects of safety on the premises of the Company.
- The Company on a regular basis sensitizes all employees on Prevention of Sexual Harassment at the workplace through workshops, online training modules, and awareness programs. The Company has a policy on Prevention, Prohibition and Redressal of Sexual Harassment at the workplace. The Internal Committee constituted by the Company are responsible for reporting and conducting inquiries pertaining to such complaints.
- The Company has a comprehensive mental wellness program consisting of awareness, and training.
- Travel is an important aspect which directly has an environmental impact. We dedicate ourselves to minimizing the carbon footprint, through efficiently planning our business operations for the use of environmentally friendly transportation options, and the encouragement of virtual communication alternatives wherever possible.

4. Implementation or Monitoring

The Company shall adhere to high standards of health and safety with regard to the implementation of this policy, along with conducting its business in an ecofriendly and responsible manner.

The management shall have overall responsibility for implementing this policy, monitoring and reviewing the health and safety measures of the Company Periodically.

5. Power to Amend

The Company reserves the right to amend, reduce, re-categorize, or re-classify the policy or any part of it at any point in time.