

OCCUPATIONAL HEALTH AND SAFETY POLICY

Tata Communications Limited, and its direct and indirect wholly owned subsidiaries (collectively, the “Company”), is committed to providing a safe and healthy work environment for employees, business partners and those who may be impacted by our business operations. This commitment is consistent with the Tata Code of Conduct.

The Company recognises that occupational health and safety (OH&S), and the overall well-being of its people, is vital to its success and growth aspirations globally. The Company also acknowledges that health and safety is an integral part of its activities, policies, processes and business operations.

OH&S is a collective responsibility and employees need to work with the Company to deliver the following OH&S objectives:

- Incidents and injuries are preventable. We shall adopt appropriate measures to focus on OH&S risks and opportunities for the prevention of occupation-related incidents, injuries, illnesses and near-misses;
- Set objectives and targets for OH&S and conduct monthly reviews to assess our performance;
- Fulfil all relevant OH&S legal and other requirements applicable to the organisation and strive for “Beyond Compliance” leadership and best practices;
- Build OH&S awareness and competencies among colleagues at all levels to handle individual OH&S responsibilities and proactively adhere to all OH&S requirements to create a safe workplace;
- Partner with suppliers and contractors by proactively sharing OH&S objectives and encouraging them to achieve the same; thereby seeking their participation and consultation in the process;
- Communicate this OH&S policy to all our employees, business partners, and customers and ensure it is available to other stakeholders and the public. The policy can be accessed through our internal and external web portals;
- Review the OH&S policy and management systems periodically to ensure their continuing applicability and relevance to our operations;
- Provide adequate resources to ensure continual improvement of OH&S management and performance; and
- Report all OH&S incidents and performance through the OH&S management channels.

Through this commitment to ensure the safety, health and overall well-being of our employees, business partners, and those who may be impacted by our business operations, we reaffirm our corporate sustainability commitments.



Amur S Lakshminarayanan
MD & CEO
4th Feb 2020

Version Control	Description	Date of issue
1.0	Original Policy	4 th Apr 2013
2.0	Revised and upgraded as per OHSAS 18001 standard	17 th Oct 2017
3.0	Revised and upgraded as per ISO 45001 standard	4 th Feb 2020

For more information, visit us at www.tatacommunications.com