

 ESMS Manual	ANNEXURE - 1	Document Code: 1
		Version: 1
	Document Title: Environment & Social (E&S) Policy	Date:
		Document Owner: Geri Care Health Services Private Limited

1. OBJECTIVE

Geri Care Health Services Pvt Ltd (Geri Care) is committed to preserving and protecting the environment as well as the health, safety and social welfare of its employees, patients, visitors and other stakeholders. This Environmental & Social (E&S) policy reflects Geri Care's commitment to ensure continual improvement towards EHS performance of the Company. The implementation of this policy controls, minimize and/or eliminate E&S risks and impacts across its operations.

2. COMMITMENT

Geri Care is committed to:

- ☞ Comply with all the applicable local, national and international E&S legislations including IFC Performance Standards (PS), World Bank Group General EHS guidelines, labour and Human resource regulation as far as feasible and practicable including (but not limited to) ILO conventions covering core labor standards and basic terms and conditions of employment;
- ☞ Encourage effective use of natural resources and prevent pollution of the environment in all the hospitals/associated facilities;
- ☞ Establish methods to use energy more efficiently, reduce waste, conserving energy and water, and properly managing hazardous materials, in line with the regulatory requirements and health & hygiene standards requirements and promote sustainable practices;
- ☞ Manage E&S risks and impacts to the natural environment and wider community in a manner consistent with the IFC PS;
- ☞ Engage with and consult affected communities on an on-going basis;
- ☞ Ensure E&S risk are properly addressed throughout the operational phase of the business;
- ☞ Influence interested parties to carry out environmentally and socially responsible business and contribute to overall goal of sustainable development;
- ☞ Provide a safe work culture that prevents occupational injuries and illnesses and Implement effective infection prevention and control protocols;
- ☞ Ensure the availability and proper use of personal protective equipment (PPE).
- ☞ Provide care for communities, enabling social progress and partnering with institutions to enhance the quality of healthcare outcomes;
- ☞ Ensure to maintain health and hygiene in all the hospitals/facilities and provide basic facilities for the employees, contractors, patients, patient attendants and visitors;
- ☞ Maintain comprehensive emergency response and preparedness plans for natural, man-made, chemical, biological, or radiological incidents and conduct regular drills and training to ensure readiness in employees.
- ☞ Prevent or mitigate both human and economic losses arising from accidents, adverse occupational exposures, and environmental events;
- ☞ Ensure implementation of safety codes and handling & reporting of adverse events that may occurred at the hospitals;
- ☞ Conduct operations in an honest, fair and transparent manner with integrity, treat all the employees, patients, patient attendants, visitors and contractors fairly and respect their dignity, well-being and diversity;
- ☞ Respect human rights, avoid engaging child and forced labour, gender-based violence and harassment, discrimination among employees, follow disciplinary practices, ensure diversity, equity and inclusion and the system of freedom of association;
- ☞ Support local nearby communities through employing local people in the business operations, where feasible;
- ☞ Provide appropriate information, training and resources to all the employees (including contractors) to ensure the continual improvement of the company's E&S performance and reviewing the E&S performance to ensure that objectives of Geri Care are met;
- ☞ Delineate respective roles and responsibilities in line with this Policy and ensure that all employees are aware of their roles and responsibilities to fulfill and sustain the Policy;
- ☞ Ensure responsible and transparent reporting to the stakeholders on the company's E&S performance, as per their requirements;
- ☞ Establish a monitoring and auditing protocol for the successful and continual implementation of the Policy.

3. ROLES & RESPONSIBILITY

Geri Care's E&S Officer will be responsible for the implementation of the E&S practices in the Hospitals, Assisted Living Facilities (ALFs), Clinics and during Home Visits to the patients, which will be overseen by the senior management.

4. REVIEW

The Senior Management shall review this policy annually or as required. Any revisions shall be duly approved by the undersigned.