

1 Introduction

At Allstate India Private Limited, we aim to be a responsible and socially conscious business, implementing practices and initiatives that benefit our people, our community, and our environment, under the framework to achieve the goal and meet the requirements of the ISO 14001:2015 standard.

2 Scope and Compliance

This Policy is applicable to all officers, directors, employees, suppliers, Contingent Workers, and affiliates of Allstate India Private Limited. Failure to comply with the Policy, including not reporting actual or suspected violations, may result in disciplinary action, including, but not limited to termination of employment. Employees are required to comply with this Policy.

3 Environmental Policy Statement

Allstate India has a Policy to comply with local laws, other requirements and best working practices by all Allstate Employees, contingent workers, visitors, and third-party vendors.

It is our policy to do all that is reasonably practicable to:

- Reduce our levels of energy consumption, including electricity and other fossil fuels, and obtain supplies from environmentally friendly organizations and those that use renewable energy sources.
- Reduce our consumption of consumables and recycle equipment, waste products and redundant items.
- Use, store, control and dispose of waste and/or hazardous material in line with best environmental practices.
- Purchase items manufactured or produced from sustainable sources and seek to obtain services, equipment and power from providers that are committed to environmental protection; and
- Reduce travel through the use of technology to collaborate and meet

It is the company policy to:

- Continually strive to improve our Environmental Performance by setting annual targets, reviewing our objectives, and measuring progress via formal audits.
- Aim to prevent or reduce our pollution and actively pursue the reduction of our use of substances and process that adversely affect the environment.
- Record our travel carbon emissions.
- Make this policy available to the public at our offices and on our internal website.
- Consult with employees on any matter that may affect them related to the control of Environmental impacts.
- Carry out an annual review and update of this Policy and other employed environmental systems.

Employees will be expected to participate in the Allstate's environmental programs and are asked to cooperate in the operation of this Policy and make a positive contribution to the management of this policy. In addition, Employees should make themselves aware of this Policy and comply with the environmental Management system and other control measures.


Gopinath K V

Director - Facilities and Administration

(Director responsible for Environmental management)

Date: 2nd November 2023

1 **Introduction**

Allstate India Private Limited is committed to complying with applicable health & safety laws and regulations. This Health & Safety Policy ("Policy") provides a framework to achieve this goal and meets the requirements of the ISO 45001:2018 standard.

2 **Scope and Compliance**

This Policy is applicable to all officers, directors, employees, suppliers, Contingent Workers, and affiliates of Allstate India Private Limited. Failure to comply with the Policy, including not reporting actual or suspected violations, may result in disciplinary action, including, but not limited to termination of employment. Employees are required to comply with this Policy.

3 **Health & Safety Policy Statement**

Allstate India has a Policy to comply with local laws, other requirements and best working practices by all Allstate Employees, contingent workers, visitors, and third-party vendors.

It is our Policy to do all that is reasonably practicable to:

- Prevent personal injury and damage to property.
- Eliminate hazards and reduce OH&S risks.
- Commitment to consultation and participation of workers & where they exist with worker representative.
- Protect personnel and the environment from reasonably foreseeable hazards.
- Protect the public in so far as they come into contact with this Company's activities.
- Commit the necessary resources required to manage our Health & Safety systems; and
- Continually strive to improve Health & Safety standards throughout the Company.

In particular, it is our Policy to:

- Continually strive to improve OHS performance by providing and maintaining safe and healthy conditions; taking account of statutory, other requirements, objectives and targets, providing training and instructions to enable Employees to perform their duties safely and efficiently.
- Make available all necessary safety devices and protective equipment and train and supervise their use as necessary. When required, Personal Protective Equipment will only be provided as a 'last resort' control measure.
- Make this policy available to the public at our offices and on our internal website.
- Carry out an annual review of this Policy and other Health & Safety control systems employed by Allstate; and
- Consult with Employees on any matter which may affect them in relation to Health, Safety and Welfare.

Employees have a duty to cooperate in the operation of this Policy by:

- Not interfering with or misusing anything provided in the interest of Health & Safety.
- Reporting incidents that have or may lead to accidents.
- Complying with all Health & Safety instructions.
- Taking reasonable care for the Health & Safety of themselves and others who may be affected by their acts or omissions at work; and
- All Employees are ultimately responsible to the individual leading the Health and Safety Program for compliance with the Health & Safety Policy requirements.

Gopinath K V

Director - Facilities and Administration
(Director responsible for occupational health and safety (OH&S))

Date: 2nd November 2023