

HEALTH, SAFETY & ENVIRONMENT (HSE) POLICY

Mermaid Digital Pvt. Ltd.

Our Commitment

At **Mermaid Digital Pvt. Ltd.**, we are committed to conducting our printing, signage manufacturing, fabrication, and installation activities in a manner that protects the health and safety of our employees, contractors, visitors, customers, and the environment.

We believe that all workplace injuries, occupational illnesses, and environmental incidents are preventable through effective planning, employee involvement, continuous improvement, and compliance with applicable legal and regulatory requirements.

Our objective is to establish a safe, healthy, and environmentally responsible workplace while delivering quality products and services to our customers.

Our HSE Policy Objectives

Mermaid Digital Pvt. Ltd. is committed to:

1. Health & Safety

- Provide and maintain a safe and healthy working environment for all employees.
- Identify workplace hazards and eliminate or minimize risks through appropriate control measures.
- Prevent work-related injuries, illnesses, and occupational diseases.
- Ensure safe operation of all printing, cutting, fabrication, electrical, and material handling equipment.
- Provide suitable Personal Protective Equipment (PPE) and ensure its proper use.
- Promote employee health and wellbeing through awareness and preventive measures.

2. Environmental Protection

- Minimize environmental impact arising from our operations.
- Reduce waste generation through efficient resource utilization.
- Promote recycling and responsible disposal of inks, solvents, chemicals, packaging materials, and other waste.
- Prevent pollution of air, water, and land.
- Encourage energy conservation and efficient use of natural resources.

3. Legal & Regulatory Compliance

We shall:

- Comply with all applicable Health, Safety & Environmental laws, regulations, statutory requirements, and customer-specific requirements.

- Maintain all required licenses, permits, inspections, and certifications relevant to our operations.

4. Risk Assessment & Hazard Control

We will:

- Conduct regular Hazard Identification and Risk Assessments (HIRA).
- Implement engineering, administrative, and procedural controls to reduce workplace risks.
- Review risks whenever there are changes in equipment, processes, or facilities.

5. Safe Work Practices

We are committed to maintaining safe work practices in activities including:

- Digital and large-format printing operations
- Signage fabrication
- CNC routing and laser cutting
- Welding and metal fabrication
- Electrical work
- Working at heights during sign installation
- Lifting and material handling
- Chemical handling and storage
- Vehicle movement and logistics
- Fire prevention and emergency preparedness

6. Emergency Preparedness

Mermaid Digital Pvt. Ltd. shall:

- Maintain emergency response procedures.
- Conduct periodic emergency drills.
- Ensure availability of fire protection systems and first aid facilities.
- Train employees to respond effectively during emergencies.

7. Employee Participation

We believe safety is everyone's responsibility.

Employees are expected to:

- Follow all HSE procedures and work instructions.
- Use PPE correctly.
- Report hazards, unsafe conditions, near misses, and incidents immediately.
- Participate actively in HSE training and safety meetings.
- Stop work whenever an unsafe condition exists.

8. Training & Competence

The company shall:

- Provide induction training to all new employees.
- Conduct periodic HSE awareness programs.
- Ensure employees are competent before operating machinery or performing specialized tasks.
- Promote continuous learning in safety and environmental practices.

9. Incident Reporting & Investigation

All incidents, near misses, unsafe acts, and unsafe conditions shall be reported promptly.

Every incident will be investigated to identify root causes and implement corrective and preventive actions to avoid recurrence.

10. Employee Insurance & Welfare

Mermaid Digital Pvt. Ltd. is committed to the welfare and financial protection of its workforce. The Company shall ensure that all eligible employees, irrespective of their designation or grade, are covered under appropriate insurance schemes in accordance with applicable laws and company policies.

The Company is committed to:

- Providing insurance coverage to employees at all levels, including workmen, staff, supervisors, executives, managers, and senior management, as per the Company's insurance program.
- Maintaining statutory insurance coverage wherever applicable, including Employee State Insurance (ESI) and Employees' Compensation (Workmen's Compensation) Insurance, in compliance with legal requirements.
- Providing Group Personal Accident (GPA) Insurance and/or Group Medical Insurance to eligible employees, as determined by Company policy.
- Ensuring that employees engaged in high-risk activities, such as fabrication, welding, electrical work, material handling, machine operation, and on-site signage installation (including work at height), are covered under appropriate insurance policies based on the nature of their work.
- Periodically reviewing insurance coverage to ensure that it remains adequate and aligned with operational risks and statutory requirements.
- Promptly assisting employees or their nominated beneficiaries in the event of any workplace injury, accident, disability, or fatality by facilitating insurance claims and providing the necessary documentation and support.

The Company believes that employee welfare extends beyond accident prevention and includes providing appropriate financial protection for employees and their families in the event of unforeseen incidents.

11. Continuous Improvement

Mermaid Digital Pvt. Ltd. is committed to continually improving its Health, Safety & Environmental Management System through:

- Regular inspections and audits
- Performance monitoring
- Employee feedback
- Corrective and preventive actions
- Management reviews
- Setting and reviewing measurable HSE objectives

Management Responsibility

The Management of Mermaid Digital Pvt. Ltd. shall provide the leadership, resources, training, and support necessary for effective implementation of this HSE Policy.

Managers and supervisors are responsible for ensuring compliance within their respective areas of responsibility.

Every employee has a personal responsibility to work safely and protect the environment.

Our HSE Principles

- Safety First, Always
- No Job is So Urgent that Safety Can Be Compromised
- All Accidents Are Preventable
- Protect People, Property, and the Environment
- Everyone is Responsible for HSE

Policy Review

This policy shall be communicated to all employees, contractors, suppliers, and relevant stakeholders and will be reviewed periodically to ensure its continued suitability, effectiveness, and compliance with applicable legal and business requirements.

For Mermaid Digital Pvt. Ltd.

Managing Director

Name: _____

Signature: _____

Date: _____

Review Date: _____