

CapitalXB Finance Private Limited Healthy and Safety Policy

(Abridged)

1. Purpose

CapitalXB is committed to provide safe and healthy working environment for the prevention of work-related injuries and ill-health. The scope of this policy is to ensure that employees of the company have a good work life balance that allows the employee to manage his / her life outside of work

2. Scope

- Maintain and continually improve CapitalXB's management systems to eliminate hazards and reduce health and safety risks to all its stakeholders
- Incorporate appropriate health and safety criteria into business decisions for selection of technology, performance appraisal of individuals and appointments in key positions
- Comply and endeavour to exceed all applicable health and safety legal and other requirements
- Integrate health and safety procedures and best practices into every operational activity with assigned line-functional responsibilities at all levels
- Involve employees and business associates in maintaining a safe and healthy work environment through consultation and participation
- Inculcate safety culture by visible leadership and empowerment.
- Leave policies and work from home convenience will be considered by the management for employees, as per necessity.
- Company has ensured good and health work environment with spacious lunch rooms and phone booths for employee convenience.
- Company ensures open communication between the management and the employees are free flowing, avoiding stress for employees.
- Ensure required competency to enable employees and business associates for working safely
- Promptly report incidents, investigate, share crucial learnings and prevent recurrences
- Influence business associates in enhancing their health and safety standards and align with CapitalXB's health and safety codes and practices
- Set safety and health metrics as indicators of excellence, monitor progress and continually improve health and safety performance

CapitalXB shall ensure the availability of appropriate resources at all times to fully implement and communicate this policy to all stakeholders by suitable means and periodically review its relevance in a continuously changing business environment.