

Health, Safety and Environment (HSE) Policy

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FSN E-Commerce Ventures Limited Health, Safety and Environment (HSE) Policy

NYKAA (FSN E-Commerce Ventures Limited and all its subsidiaries) is committed to continually improve health, safety of its people and care for environment

We, as an organization are committed to all applicable regulations and to the highest standards of HSE practices within the organization and the extended areas within our influence, with an aim to provide safe and healthy working environment to our employees, customers, business partners, suppliers, and visitors.

The Leadership at NYKAA believes that:

1. Sustainability in every action and being better every day are NYKAA core values and HSE is a business imperative which needs continual improvement
2. Good health is an outcome of healthy living conditions and habits
3. Injuries and fatalities can be prevented by adhering to the safety standards and best practices
4. Sustainable Waste Management practices helps in protecting the environment.

The Leadership is determined to ensure that appropriate resources are provided, and actions are taken to implement and maintain sustainable HSE practices and effective management systems.

Every employee, including Line Managers shall be responsible for the effective implementation of the HSE Policy and Practices within the organization and their extended area of influence.

To build strong foundation, Company would like to prioritize following:

1. Safety, Health & Wellness at workplace
2. Safety of warehousing and logistics operations
3. Road safety
4. Scrap/Waste Management generated within the organization.

Based on our beliefs, Values, and above priorities, we shall endeavor to:

1. Create standards/rules, drive awareness and adherence for continual improvement
2. Drive 7 Safety Rules (per annexure) to enable focus on execution
3. Employee involvement is essential to building commitment to HSE
4. Ensure compliance at workplace with HSW regulations and standards
5. Set HSW objectives, targets and provide strategic direction to management in alignment with business priorities
6. Provide a safe and healthy workplace by identifying, assessing, and reducing risks to as low as reasonably practicable
7. Continue to monitor, measure, and benchmark our safety HSW practices and performance and publish appropriate reports to disseminate awareness
8. Conduct regular assurance program and take actions on audit findings/observations to ensure continued improvement and compliance to systems requirements
9. Report and investigate incidents for learning and to prevent recurrence
10. Ensure continual improvement of our systems and procedures for preventing and mitigating any potential hazards and risk
11. Be passionate about the Safety, Health & Wellness of our own and others. Be passionate about the safety of our environment

HSE is both individual and shared responsibility of all employees, customers, business partners, suppliers, and visitors, agencies and all other who are associated with NYKAA (FSN E-Commerce Ventures Limited and its subsidiaries).

Any violations of this policy, framework and guidelines that are communicated from time to time will be dealt with appropriately as per the procedures laid down by the company. The policy shall be reviewed periodically for its suitability and updated as necessary.

Falguni Nayar, CEO

Date: 27.08.2021

7 SAFETY RULES:

1. Follow defined safety protocols at workplace from time to time.
2. Report the incidents/ accidents to the authorized person or designated safety officer.
3. Use of proper recommended PPE (Personal Protective Equipment) while working.
4. Use a qualified technician for electrical works.
5. Use seat belt while driving and helmet while riding two-wheeler
6. Don't Drink and drive/ride and Avoid driving while on the phone
7. Disposal of waste material as per norms & rules through licensed vendors