



OCCUPATIONAL HEALTH & SAFETY POLICY

We are committed to achieving a high standard of occupational health and safety (OHS) throughout the organization to provide safe and healthy working conditions for our people and visitors in order to prevent work related injury and ill-health.

Sutherland recognizes that it has a duty to identify hazards and minimize OHS risks through enhanced design of infrastructure, application of ergonomics principles, advanced technology and industry best practices, risk control and emergency management training system, and promotion of healthy lifestyles.

Sutherland strives to fulfill its OHS commitments by:

- Integrating OHS considerations and relevant contextual issues into business strategies, decision making and in planning new operations
- Complying with all OHS compliance obligations to which the company subscribes, and which relate to its health and safety hazards
- Pursuing continual improvement of the OHS management systems and enhancing its OHS performance by providing a framework for setting OHS objectives focusing on the elimination of hazards and reduction of OHS risks
- Institutionalizing a process for the consultation and participation of employees and or their representatives, on the development, implementation, and refinement of OHS systems and programs
- Involving and collaborating with customers, contractors, and service providers in achieving our health and safety mission for an accident-free workplace
- Reporting OHS performance to the relevant internal and external stakeholders through appropriate communication channels
- Communicating the OHS policy to all employees, business partners and ensuring it is available to the public
- Reviewing the OHS policy and associated management systems periodically to ensure their continuing suitability, adequacy and effectiveness

Every Sutherland employee shares appropriate responsibility to fulfill the company's obligations and commitment to provide safe and healthy workplace.

A handwritten signature in blue ink, appearing to read "KS Kumar".

KS Kumar
Chief Commercial Officer
Date: 01 July 2019

Sutherland's OHS Policy is available at www.sutherlandglobal.com
We would appreciate your feedback, kindly write to us at healthandsafety@sutherlandglobal.com

Revision History:

Sutherland's OHS Policy was first published on 2nd of August 2012, the first revision was issued on 15th of May 2015 and this second revision has been issued on 1st of July 2019.