



Environment, Health, and Safety (EHS) Policy

Introduction

At Eagle Cabs India Pvt. Ltd., we are committed to providing quality service in a manner that ensures a safe and healthy workplace for our employees and minimizes our potential impact on the environment. This policy outlines our commitments and the actions we take to comply with relevant environmental legislation, prevent pollution, and adopt best practices in environmental, health, and safety management.

Environmental Commitment

We pledge to:

- **Integrate Environmental Considerations:** Incorporate environmental concerns and impacts into all decision-making and activities.
- **Promote Environmental Awareness:** Educate and inform our employees about environmental issues and encourage responsible practices.
- **Reduce Waste:** Implement practices for reducing waste through re-use, recycling, and purchasing recycled or refurbished products and materials.
- **Optimize Resource Use:** Promote efficient use of materials and resources, including water, electricity, and raw materials, especially non-renewable resources.
- **Manage Hazardous Materials:** Avoid unnecessary use of hazardous materials, seek alternatives when feasible, and ensure safe use, storage, and disposal.
- **Adopt Environmentally Friendly Products:** Purchase and use environmentally friendly products, and develop emergency and spill response programs where required by legislation or where significant hazards exist.
- **Communicate Environmental Commitment:** Share our environmental commitment with clients, suppliers, and customers, and encourage their support.
- **Continuous Improvement:** Regularly review and improve our environmental performance to minimize social impact and damage from our activities.

Human Rights and Workplace Practices

We are committed to respecting human rights and ensuring fair workplace practices:

- **Respect for Human Rights:** Promote human rights among employees and suppliers to enhance the enjoyment of rights in our communities.
- **Workplace Security:** Maintain a workplace free from violence, harassment, and other unsafe conditions, respecting employee privacy and dignity.

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- **Prohibit Forced Labour and Human Trafficking:** Ban all forms of forced labour, including prison, indentured, bonded, military, and human trafficking.
- **Child Labour:** Prohibit hiring individuals under 18 years of age.
- **Work Hours, Wages, and Benefits:** Compensate employees competitively and ensure compliance with wage, work hours, overtime, and benefits laws.
- **Water Resources:** Respect sustainable water supplies and ensure safe drinking water and proper sanitation for ecosystems and communities.

Employee Guidance and Reporting

We foster open communication and respect in the workplace:

- **Communication:** Ensure employees understand this policy and their responsibilities through training.
- **Reporting Concerns:** Provide mechanisms for employees to confidentially report potential policy violations without fear of retaliation.
- **Investigation and Action:** Investigate and address concerns, taking appropriate corrective action.

Carbon Offset Norms

Eagle Cabs India Pvt. Ltd. is committed to reducing its carbon footprint:

- **Climate Change Recognition:** Acknowledge climate change as a pressing issue and prioritize sustainability.
- **Net-Zero Commitment:** Aim to achieve net-zero emissions from operations and the value chain.
- **Operational Optimization:** Ensure high seat utilization, use large vehicles, recommend shuttle services, and introduce electric vehicles (EVs).
- **Mindset Change:** Promote sustainable transport options for daily commutes.
- **Technology Use:** Enhance company transport through better routing and planning systems.
- **Paperless Operations:** Move towards paperless operations.
- **Water Harvesting:** Implement water recycling for vehicle washing.
- **Tree Planting:** Organize tree planting initiatives.
- **Renewable Resources:** Transition to renewable resources for the fleet.

Diversity and Inclusion

We are dedicated to fostering a diverse and inclusive workplace:

- **Equal Opportunity:** Commit to equal opportunity, free from discrimination and harassment.
- **Respect and Fair Treatment:** Ensure fair treatment based on qualifications, performance, skills, and experience.
- **Harassment-Free Environment:** Maintain a workplace free from disrespectful behavior and retaliation.

Freedom of Association and Collective Bargaining

We support employee rights to join, form, or not join a labor union without fear of reprisal. We engage in constructive dialogue with employee representatives and bargain in good faith.

Safe and Healthy Workplace

The safety and health of our employees are paramount:

- **Compliance:** Comply fully with all relevant EHS legislations, regulations, standards, and codes of practice.
- **Risk Minimization:** Eliminate or minimize EHS risks and hazards.
- **Training and Supervision:** Provide sufficient information, instruction, training, and supervision for staff and employees.

Policy Amendments

Eagle Cabs India Pvt. Ltd. reserves the right to amend this policy at any time. This policy applies to Eagle Cabs India Pvt. Ltd. and we expect our suppliers to uphold these principles and adopt similar policies within their businesses.

