



Environmental, Social, Health and Safety Policy

Ecom Express Private Limited (“Company”) and its management are responsible for conducting its operations in a manner that:

- Protects the health and safety of its employees, contractor personnel and the general public
- Minimises adverse environmental impacts
- Protects its equipment and assets
- Respects the environment, culture and customs of the communities within the area of direct influence of the Company

The Company shall comply with the Statutory Regulations and seek to consider Environmental, Social, Health and Safety (“ESHS”) aspects as an integral part of its business planning and operational processes.

Through this policy, the Company intends to set out the framework to manage the ESHS risks. The policy is in line with the Company’s iCORP values and guides the way it works with the partners, within the communities and with all its stakeholders. Being an end-to-end logistics solutions provider with nationwide spread, the Company strives to stay committed to the ESHS objectives.

The Company and its members shall be committed to:

- Provide a framework for setting clear ESHS objectives
- Provide safe and healthy working conditions for the prevention of work-related hazards, injuries and ill health
- Educate and train in reducing health and safety risks with special focus on road safety
- Continual improvement of the ESHS Management system
- Consultation and participation with the relevant stakeholders through its representation
- Seek to comply with the ESHS related laws in conduct of its business operations
- Create awareness around efficient utilization of resources (in the areas of energy, water, transportation, materials and consumables etc.)
- Reduce Greenhouse gas (GHG) emissions, release of pollutants into air, water and land
- Safe handling, storage, and disposal of hazardous and non-hazardous wastes
- Reduce, Reuse, Recycle, Recover plus treatment, and proper disposal of waste
- Providing adequate terms of employment (e.g. compensation, benefits)
- Developing and implementing a grievance redressal mechanism that favors the protection for migrant, contract or temporary workers and full-time employees
- Non-discrimination and equal opportunity workplace in hiring, promotion and compensation practices
- Training, tools and opportunities for skill advancement
- Freedom from harassment at workplace by the management or fellow workmen

The Company further encourages its suppliers/contractors to conduct their business operations in compliance with the local environmental, health, and safety regulations along with good international industry practices and minimize environmental, health, and safety impacts.

The ESHS policy shall be communicated to all employees and stakeholders. The policy shall also be made available to interested parties, which will include customers and external service providers on request. The ESHS policy will be reviewed periodically by the management ensuring its relevance to the context of the Company.
