

Health, Safety and Environment Policy

SENZAIT PRIVATE LIMITED (CIN U73100GJ2022PTC136935) · Version 1.0 · Effective 1 October 2026
· Approved by Mr. Vishalkumar Suthar, Director · Reviewed at least once a year

Our commitment

Nobody should be hurt making, testing or installing what we design. SENZAIT runs a workshop with machine tools, sheet-metal equipment and additive manufacturing, a laboratory with chemicals and pressure equipment, and we work on clients' operating plants, including water and effluent treatment works and industrial sites. Each of those places has its own hazards, and this policy applies to all of them and to everyone who works for us or visits us.

We comply with the Factories Act 1948 and the Gujarat Factories Rules, the Occupational Safety, Health and Working Conditions Code 2020 as it applies to us, the Environment (Protection) Act 1986 and the rules under it, the consents of the Gujarat Pollution Control Board, and the safety rules of every client site we enter. Where a client's standard is stricter than ours, the client's standard applies.

How we work safely

- **Before the job, not after the accident.** Every non-routine task, every new machine, every new chemical and every site visit gets a risk assessment, however short, and the controls it identifies are in place before work starts.
- **Machines.** Guards stay fitted. Lock-out and isolation before maintenance. Only trained people operate a machine, and training is recorded.
- **Chemicals and gases.** Every substance has its safety data sheet available where it is used, is stored as the sheet requires, and is handled with the protective equipment it calls for. Cylinders are secured upright and stored away from heat and ignition.
- **Electrical.** Installations and portable equipment are inspected on a schedule. Nobody works on live equipment.
- **Protective equipment.** Provided free, fit for the task, replaced when worn, and worn.

- **Client sites.** We attend the site induction, follow the permit-to-work system, and treat confined spaces, open tanks, moving equipment and live process lines as the hazards they are. Our people have the right to stop work they believe is unsafe, and will not be penalised for using it.
- **Fitness for work.** Nobody works under the influence of alcohol or drugs. Fatigue is a hazard and is planned for on long site days.
- **Visitors and contractors.** Everyone on our premises is told the hazards and the emergency arrangements, and is supervised where needed.

When something goes wrong

Every injury, near miss, spill and dangerous occurrence is reported the same day, recorded, and investigated for its cause, and the cause is corrected. Reportable incidents are notified to the authorities as the law requires. First-aid materials and trained first-aiders are available at our premises, and emergency contacts are posted.

The environment

Our own footprint is small and we keep it that way. Waste oil, coolant, swarf, chemical residues, spent laboratory materials and e-waste go only to authorised handlers with records kept. Effluent from our laboratory is treated or collected, never discharged untreated. We use energy and water without waste, and we prefer materials and processes with a lower impact where the engineering allows.

Much of our work is for clients who treat water and effluent. The environmental benefit of that work is real, and it is a reason to do our own part properly.

Everyone's part

Every person who works for SENZAIT is responsible for their own safety and for that of the people around them, must follow the controls and the training, must use the protective equipment, and must report hazards and incidents. Managers and the Director are responsible for providing the equipment, the training and the time to work safely, and for never asking anyone to cut a corner.

Responsibility and review

The Director is responsible for this policy, for the risk assessments, for incident records and for reviewing it at least once a year or after any serious incident. Concerns about

safety can be raised with anyone in charge, or through info@senzait.com with the subject line "SPEAK UP".

Mr. Vishalkumar Suthar, Director · SENZAIT PRIVATE LIMITED · Gandhinagar, 1 October 2026