

In Nepal, the primary legislation governing health and safety is the Labour Act, 2074 (2017). This Act delineates the responsibilities of both employers and employees, and establishes provisions for accident prevention and compensation. Detailed regulations and procedures are further specified in the Labour Rules, 2075 (2018). Additionally, the Public Health Service Act, 2075 (2018) specifically addresses health and safety concerns pertaining to healthcare workers.

Ganesha Overseas Pvt. Ltd. (Hereinafter called 'Ganesha Overseas') complies with the above mentioned Acts and Rules of Govt. of Nepal. Ganesha Overseas's policy on HSE (Health, Safety and Environment) is as stated below;

### A. HEALTH

Ganesha Overseas provides a healthy working condition for its employees and workers by ensuring the following;

- 1. Cleanliness:** Proper cleanliness is maintained in the plant and working areas to prevent health hazards and ensure a hygienic working environment.
- 2. Disposal of Waste and Effluents:** Proper disposal methods for waste and effluents are implemented to prevent environmental contamination and health risks.
- 3. Ventilation:** Adequate ventilation is provided to ensure a comfortable and safe working environment.
- 4. Dust and Fume:** Measures are taken to control dust and fume levels to protect employees from respiratory hazards and maintain air quality.
- 5. Overcrowding:** Workspaces are designed to prevent overcrowding, ensuring adequate space for employees to work safely and comfortably.
- 6. Lighting:** Sufficient and well-distributed lighting is provided to enhance visibility and reduce the risk of accidents and eye strain.
- 7. Drinking Water:** Safe and clean drinking water is made available to all employees to promote hydration and overall health.
- 8. Toilets:** Clean and sanitary latrines and urinals are maintained to ensure proper hygiene and prevent health risks.

### B. SAFETY

Ganesha Overseas provides a safe working condition for its employees and workers by ensuring the following;

- 1. Work on or Near Machinery in Motion:** Strict protocols are enforced to ensure safety when working on or near machinery that is in operation.
- 2. Lifting Machines, Chains, Ropes, and Lifting Tackles:** Lifting equipment is regularly checked and maintained to ensure safe handling of loads and prevent accidents.

3. **Floors, Stairs, Means of Access:** Floors, stairs, and access routes are kept in good condition to provide safe movement and prevent slips, trips, and falls.
4. **Precautions Against Dangerous Fumes, Gases, etc.:** Measures are implemented to detect, control, and safely manage dangerous fumes, gases, and other hazardous substances.
5. **Precaution in Case of Fire:** Comprehensive fire safety measures, including alarms, extinguishers, and training, are in place to handle and mitigate fire risks.
6. **Safety of Machinery:** Machines are regularly inspected and maintained to ensure structural safety and operational reliability.
7. **Maintenance of Building:** Routine maintenance of buildings is carried out to ensure they are safe, functional, and free from hazards.

### C. ENVIRONMENT POLICY

Our company is committed to environmental stewardship and sustainability, recognizing that our operations have an impact on the environment. This Environment Policy outlines our commitment to minimizing environmental impact, complying with legal requirements, and promoting sustainable practices in all aspects of our business.

**“OUR ENVIRONMENT POLICY IS TO COMPLY WITH APPLICABLE ENVIRONMENTAL LAWS AND MINIMIZE THE ADVERSE ENVIRONMENT IMPACTS DUE TO OUR OPERATIONS”**

The applicable environmental laws in Nepal are as given below;

1. The Environment Protection Act, 2019 (2076)
2. Water Resources Act, 2049 (1992)
3. Solid Waste Management Act, 2068 (2011)
4. Soil and Watershed Conservation Act, 2039(1982)

**Ganesh Overseas Pvt. Ltd.** is committed to effective waste management by focusing on the reduction, recycling, and reuse of both hazardous and non-hazardous wastes. We are mindful of our environmental impact and closely monitor our consumption of water, energy, and paper so as to not waste these resources.



**Authorized Signatory**