



## Quality, Health, Safety and Environment (QHSE) Policy

NIST Global Private Limited is an ISO 9001 certified organization. With strong HSE expertise across Training, Auditing, Consulting, Recruitment, Staffing and Digital Services, we are dedicated to delivering exceptional, reliable and compliant solutions to our clients while providing a safe, healthy and inclusive workplace for our employees.

We are committed to continually enhancing the quality of our products and services, fostering a work environment that protects the health, safety and well-being of all individuals, and responsibly managing the social and environmental impacts of our operations.

All our services are designed, delivered and continually improved in strict adherence to our Quality, Health, Safety and Environment (QHSE) Policy, ensuring that anyone engaging with NIST Global—whether as a client, employee or partner—can trust that safety, quality and sustainability are at the core of everything we do.

To achieve the above, we commit ourselves to;

- Ensuring that our policy, objectives, roles, responsibilities and commitments are effectively communicated. Aligning our objectives to our customer's expectation, working closely with our employees to not only meet them but exceed them and complying with the relevant standards, always on time.
- Identify, prevent, control, reduce or eliminate adverse environmental impacts, occupational hazards and OH&S risks associated with our operational activities by using the hierarchy of controls.
- Achieve excellence by Strive to Continual improvement on our quality, environmental & Occupational Health & Safety performance keeping in view the regulatory requirements and commitment to fulfil its legal and other compliance obligations requirements.
- Promote consultation and participation of workers, prevent pollution, protect the environment, provide training, and continually improve the effectiveness of quality management performance.
- Adopt the best practice of operations to prevent ill health & injuries. Ensure active reporting of all types of incidents within all levels of the company. Implement proactive controls and incident prevention strategies across all functions.
- Dispose waste safely and responsibly after taking measures to reduce, reuse, recycle and recover. Promote sustainable practices, including energy efficiency, e-waste reduction, and responsible resource use. Prevent pollution by minimizing emissions, waste generation, and promoting green procurement.
- Develop, maintain, and continuously improve on a comprehensive training safety program. Ensure appropriate and adequate training is provided to all employees to carry out their routine job functions effectively and safely.
- Fostering a highly motivated and efficient workforce dedicated to delivering a customer-focused value proposition centred on quality, cost efficiency, productivity, speed, innovation, and the optimal use of resources, all while striving for business leadership built on mutual trust and respect
- Communicate our environmental, Health & Safety commitment to clients, employees and other interested parties.

The effectiveness of this QHSE Policy will be reviewed on a periodical basis to evaluate, measure, and assure overall performance and compliance across all functions of the organization.

Signed by **Chairman & MD**

Effective Date: 29th May 2026

Mr Antony Selvaraj