

Safety, Health and Environment Policy

TCR renders credible solutions to accomplish uninterrupted operation of assets and to enhance its productivity by meeting safety and environmental standards. In discharging our responsibilities, we accord paramount importance to safety, health and welfare.

TCR believes that every accident is preventable. We have a "Zero Tolerance" Approach for safety compliance of our employees. This can be achieved by providing suitable safety practices based on sound risk assessments and appropriate training.

A. Safety Training

New members of the workforce are thoroughly elucidated on safety hazards associated with laboratory environment. The training will be adhered to:

- Handle substances hazardous to health
- Cautiously cut, mil, grind and turn the equipment
- Lift equipment
- Safeguard Eye
- Safeguard Ear
- Prevent inhaling hazardous material
- Follow client's safety protocols while working at their premises

New member of the workforce is made aware about TCR's HSE policy and affirms that he/she has read and understood the safety hazards & precautions required at workplace.

B. Safety Control

Procedures, Records and Maintenance contracts include:

- Maintain Fire Extinguisher contract
- Injury Record
- Evacuation plan

- Internal Risk Assessment
- Risk Assessment on site

C. On-Site Safety

TCR Employees are instructed to adhere to client's safety protocols when on site. TCR ensures that adequate PPE's are available to their employees and assure the protection in case the clients do not provide safeties.

When necessary, a site visit will be organized to discuss the safety aspects with the customer's representative.

D. TCR's Health, Safety and Environment Policy Statement

TCR requires all members of the company to be actively involved with respect to Health, Safety and Protection of the environment.

- All TCR locations will comply with Safety, Health and Environment Regulations within their territory
- Along with Directors and Management, TCR expects all members to accept their responsibility for Health, Safety & Environment and fulfill legal obligations for the same
- Every member is responsible to maintain a safe working environment and should identify & control any hazardous working environment
- Any active violation of this policy will result in strict disciplinary action

The definition of active violation is difficult to categorize in a prescriptive sense and thus, circumstance will dictate the appropriate disciplinary action. Some of the instances include:

- Reckless nature in the use of chemicals or any other hazardous materials
- Actively removing or disabling any safety device
- Operating equipment or driving while incapacitated through alcohol or drug abuse
- Falsification of safety records or incident reports
- Disposing any hazardous substance illegally
- Active negligence to carry out proper maintenance of buildings, equipment, etc.

TCR is committed to conduct its activities while protecting the safety of clients, visitors, contractors and civic on company premises.

We give prior attention to environmental constituents. All employees of TCR are encouraged to:

- Prevent Chemicals or other hazardous substances go down the internal drains
- Dispose acids or other hazardous chemicals after neutralizing them and diluting with excess water
- Use appropriate waste management system in accordance with current legal requirements
- Store chemicals and oils including solvents in designated bounded areas
- Handle environmental hazardous substances by using site emergency procedure to avert spilling or leaking
- Report all spills/leaks, breakdown and malfunction of any equipment