



SEPC LIMITED

## Ethics Charter - HSE

Doc. No.	IMS/EC-HSE/001
Rev. No.	00
Issue No.	01
Issue Date	08.05.2023

ISO 9001:2015, ISO 14001:2015 & ISO 45001: 2018

### Introduction:

We, SEPC Ltd, are committed to upholding the high standards of ethics and responsibility in our Engineering, Procurement and Construction (EPC) Projects, with a strong emphasis on, Health, Safety and Environment (HSE) Management. This Ethics Charter outlines our Core Principles and Guidelines to ensure the well-being of our workforce, safeguard the environment, and uphold ethical conduct within our Business Operations.

### Safety First

- Safety and well-being of all the individuals involved in our projects and work locations is on the Top Priority without any compromise.
- Our Occupational Health & Safety vision is to ensure incident-free work environment and we strive hard to achieve our Vision.
- We will implement measures to prevent accidents, injuries, and illnesses through continuous improvement of safety practices and process.

### Compliance with Laws and Regulations

We shall comply with all the applicable laws, regulations and industry standards related to HSE in the construction sector, demonstrating unwavering commitment to legal and ethical practices.

### Environmental Responsibility

- We are dedicated to minimizing our environmental impact through sustainable construction practices, waste reduction, and the use of eco-friendly materials and technologies.
- We commit to achieving the high levels of environmental responsibility throughout the project construction.

### Transparency and Accountability

- We foster a culture of transparency, honesty, and accountability by encouraging open communication regarding HSE concerns and incidents.
- Employees are encouraged to report violations, concerns, and potential risks without fear of reprisal, ensuring a safe and ethical work environment.

### Education and Training

- We shall provide ongoing education and training to enhance the HSE competency of our workforce, enabling them to execute their duties safely and responsibly.
- We will invest in knowledge-sharing programs to promote awareness of HSE practices and regulations.

### Respect and Fair Treatment

- We uphold a culture of respect, fairness, and equal opportunity, valuing diversity and promoting an inclusive work culture for all employees and stakeholders.

**“Nothing We Do Is So Important That It Cannot Be Done Safely and Carefully Protecting Health, Safety and Environment”**



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- Discrimination, harassment, or any form of unethical behaviour have zero tolerance within our organization.

### Community Engagement

- We actively engage with the local community and stakeholders to understand their concerns and integrate their feedback into our construction projects wherever possible.
- We aim to be a responsible corporate citizen, contributing positively to the communities in which we operate.

### Risk Management

- We shall proactively identify, assess, and mitigate HSE risks associated with our construction activities, emphasizing preventive measures and continuous improvement.

### Continual Improvement

- We are committed to continual improvement in our HSE performance by reviewing and updating policies, procedures, and practices based on lessons learned, technological advancements, and evolving industry standards.
- Encouraging participation of all the stakeholders including internal and external to ensure best practices and measures are captured and implemented.

### Ethical Business Conduct

- We conduct all business activities with integrity, fairness, and honesty, avoiding conflicts of interest, and unethical practices.
- Our relationships with clients, suppliers, subcontractors, and other stakeholders in the value chain shall be based on trust and ethical behaviour.

### Responsibility for Communication

- We ensure that this Ethics Charter is communicated to all employees, subcontractors, and stakeholders involved in our projects, promoting their understanding and adherence to its principles.

### Zero Tolerance for Non-Compliance

- We maintain a zero-tolerance policy for any violation of this Ethics Charter, enforcing appropriate consequences and corrective actions for non-compliance.

By embracing these principles and embodying them in our daily operations, we aspire to be a beacon of integrity, Health Safety, and Environmental responsibility in our project construction sites / office.

**Date:** 08-05-2023

**Place:** Chennai

**Managing Director & CEO**

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