

Workplace Health, Safety & Well-being Policy



INTRODUCTION

True North (also referred to as 'Firm') is committed to protecting and safeguarding our employees' health and ensuring safe working conditions. We strive to create a work environment that brings the best of every employee. Underlying this is safe working condition where good health – both physical and mental, safety and well-being of employees are ensured.



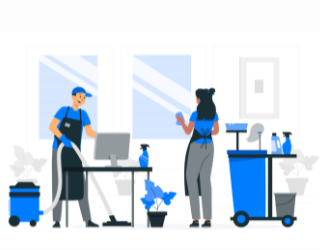
SCOPE

The Workplace Health, Safety & Well-being (WHS&W) Policy applies to True North’s own operations and its investing activities. The Policy applies to True North employees (full-time or part-time, permanent or temporary, at every level), Trustees and Directors of the Firm, and anyone who works on the Firm’s behalf at the Firm’s premises.

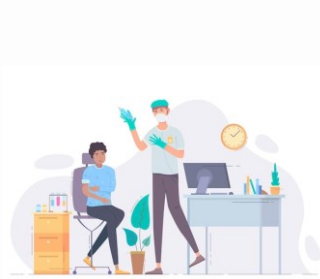
The workplace well-being at True North is considered an important priority and measures such as provisions for health check-ups, counselling, etc. are taken.



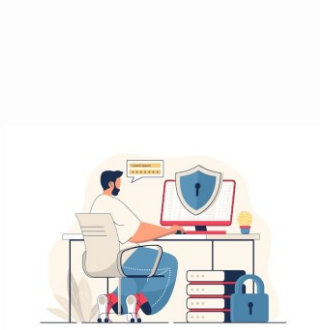
True North takes the following responsibilities to ensure the health, safety and well-being of all its employees at workplace:



We foster a safe, hygienic, and congenial workplace for all employees and ensure overall employee wellbeing and wellness in the Firm.



We are dedicated to the well-being of all our colleagues. We adequately allocate resources for measures to ensure physical and mental well-being such as periodic health check-ups, counselling, fitness, etc.



We ensure that the offices are equipped with safety measures such as fire safety, safety alarms, first aid, CCTV, etc. The equipment are periodically monitored and maintained as a good practice.



We comply with all the relevant WHS&W legal and other requirements applicable to the organization and strive for beyond compliance performance.



We integrate WHS&W considerations in every aspect of our working. This makes it inevitable that we take accountability for the prevention of work-related ill health and injury caused and maintain a safe and healthy workplace for all



We undertake regular assessments to identify any potential risks and take measures for its abatement.



We set clear roles and responsibilities within the Firm to ensure a safe, hygienic and healthy workplace.



We are committed to providing adequate resources to ensure continual improvement in our WHS&W performance.



We ensure that our employees are aware of the health and safety issues by providing them with relevant information and training.



We shall ensure the WHS&W aspects are considered appropriately in our investments and stewardship practices.



We ensure that our employees and other stakeholders at our workplaces understand emergency response plans and processes.



Our leadership assumes responsibility for effective, efficient and safe working places and ensures all legal and statutory compliances.



We equip employees to handle individual WHS&W responsibilities. Employees are also expected to report any incident of threat/ difficulty at the workplace at the earliest to ensure a safe environment for all.

POLICY SAFEGUARDING AND REVIEW

We are committed to keeping safety and well-being at our workplaces as our top priority.

We strive to work towards ensuring our employees' health and safety and shall periodically review our WHS&W Policy and practices to ensure their continuing applicability and improvement.



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