

E&S policy Statement

ABI Health Technologies Private Limited is committed to conduct its business in an environmentally sound manner with and responsible business practices. This policy outlines our approach to environmental and social governance. ABI shall

- Adhere to all applicable State (Karnataka), national and international E&S laws, regulations, and standards.
- Implement a system for assessing, managing, and monitoring E&S risks.
- Foster an inclusive workplace with fair treatment for all employees.
- Provide necessary welfare measures and social security programs.
- Prohibit forced, bonded, and child labor while ensuring fair employment policies.
- Maintain a transparent mechanism for addressing employee and stakeholder concerns.
- Promote eco-friendly practices, energy efficiency, and waste reduction.
- Provide a safe, healthy, and harassment-free environment for all the employees.
- Ensure necessary trainings provided to all employees and contractors on Environment, health, safety, and social issues. issues,
- Maintain transparency, accountability, and integrity in all operations.

HR Policies and Processes:

The company has maintained a documented employee handbook, including policies on Equal Employment Opportunity, working hours, Leave, employee conduct and work rules and other relevant processes. The Employee handbook effectively communicates the company's rules, regulations, culture, and expected behavioral norms to new employees. The objective of the Employee Handbook is to develop systems and procedures to improve the effectiveness of the employees, ensure all rules are enforced strictly and uniformly, bring transparency and objectivity in understanding the rules and benefits, and ensure efficient functioning of HR and employees.

For ABI-Health Technologies Private Limited

Sd/-

Ajit Veerappan

CEO

ABI-HEALTH TECHNOLOGIES PRIVATE LIMITED (CIN - U72200TN2008PTC124231)

(Formerly AB INNOVATIVE SOFTWARE PRIVATE LIMITED)

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