

Occupational, Health & Safety Policy

LEM Contracts India Pvt. Ltd. Is Committed to health and safety at work and It is paramount to our business. Effective Health & Safety measures actively contribute to our success by creating a workplace that is safe, healthy and injury free. Our employees are our valuable assets, and their Safety & Healthy is our first priority. Safety is essential to all business functions and it is the responsibility of every employee to ensure work activities are conducted safely.

In implementing this policy, we are committed to Core Values of The LEM Pvt Ltd.:

Knowledge:

- Ensure all works are undertaken by competent and suitable trained people.
- Provide education and training to ensure all employees work in safe work environment.
- Communicate and make available our Policy & Procedure to all relevant stakeholders.

Action:

- Make Health & Safety a priority by promoting continual consultation between LEM Contracts India Pvt. Ltd, Contractors, Suppliers, and other relevant stakeholders.
- Identify and Implement appropriate practices to reduce any adverse environment and social impact.
- Complying at all times, with OH&S legislation, Codes of Practices and other standards applicable to India.
- Identify, assess and properly eliminate / control any / all risks.
- Provide necessary resource to maintain health and safety standards.

Care:

- Monitor our activities to minimize or eliminate risk of injury or ill health.
- Facilitate best Industry work conditions and labour practices across our business.
- Ensure everyday each employee / associate / customer leave our premises safely.

Impact:

- Implement an occupational Health & Safety management system which is one of the best in the industry.
- Ensure all activities are conducted safely to enhance business profit.
- We aspire to create an Occupational Health & Safety culture, which anticipates workplace trends and ensure best in class OH&S business standards in the market.

This policy shall be reviewed periodically to ensure that it is applicable, effective, and suitable always.

Nirakara T Sahu
Managing Director

Bighneswar K Panda
Director

Quality Policy

LEM Contracts India Pvt. Ltd. Is committed to chive business excellence by adhering to best quality management practices. Quality management is essential to all business functions and is non – negotiable. It is the responsibility of every employee to ensure quality at work.

We are complaint with the best Quality standards and system. We continually monitor and audit our performance in the journey towards achieving excellence in Quality.

In implementing this policy, we are committed to Core Value of the LEM Contracts India Pvt Ltd:

Knowledge:

- Encourage creativity as innovation sets the benchmark of Quality for tomorrow.
- Provide education and training to ensure each employee is well versed on Quality standards.
- Ensure all works are undertaken by competent and trained people.

Action:

Create an environment that each employee recognizes responsibility towards product Quality and is empowered to:

- Establish and review quality objectives for all levels that are realistic, achievable, and measurable.
- Monitor quality related activities to minimise or eliminate non-conformity.
- Document and measure quality objectives and targets through internal audit and management review.
- Deliver service in accordance with the specification and requirement of relevant Indian/ international codes and industry standards.

Care:

- Customer satisfaction is the primary objective and benchmark of quality.
- Set quality goals from customer view point, Understanding the appropriateness and adequateness of the goals.
- Ensure that Quality management system server our customer needs.

Impact:

- Creating positive impact through ideation and commitment

This policy shall be reviewed periodically for ongoing applicability, effectiveness, and suitability to all relevant stakeholders.

Nirakara T Sahu
Managing Director

Bighneswar K Panda
Director



Transparency and Ethics Policy

**At LEM Contracts India Pvt Ltd. We strongly believe in our core values
Knowledge, Action, Care and Impact.**

**WE have a strong code of ethics that fosters an honest and transparent
working environment and avoids any unethical practices.**

Summary of Unethical Practices

- **Accepting bribe / gift from vendors / contractors in return for undue favors**
- **Entering into business activity which involves direct relatives, without prior approval of company.**
- **Indulging in any professional association / part same work with any other entity**
- **Impersonation of satisfaction/ improving of documents E.g following the signature modifying quantities after issue of original, swiping attendance card behalf of others/ thefts/**

If you witness or want to report any unethical practice, you can write to

info@lemcontracts.com

Nirakara T Sahu

Managing Director

Bighneswar K Panda

Director