

OCCUPATIONAL HEALTH & SAFETY

POLICY



Sutherland Global Services ("the Company" or "Sutherland") is committed to achieving high standards of OHS throughout the organization, its associates, business partners and those who may be impacted by its activities.

Sutherland greatest asset is its human capital in its business of providing Information Technology services, business solutions and outsourcing. Sutherland recognizes that OHS of its human capital are integral to its success and growth.

Every Sutherland employee shares appropriate responsibility towards meeting the following OHS obligations and commitments

- 1 Set OHS objectives and targets and conduct periodic performance review against these targets.
- 2 Adopts measures and process that focus on the prevention of occupational related injury and ill health and strive to continually improve.
- 3 Communicate and involve all levels and ensure their commitment and participation in the implementation of policies and processes.
- 4 Ensure awareness and competence through appropriate training to handle individual OHS responsibilities and that they adhere to all OHS requirements ensuring a safe workplace.
- 5 Involve all our partners, suppliers and contractors in our OHS mission.
- 6 Comply with relevant OHS legal and other requirements applicable to the organization.
- 7 Report our OHS performance to stakeholders through appropriate communication channels.
- 8 Review the OHS Policy and management systems periodically to ensure their continuing applicability.

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KS Kumar
EVP & Chief Commercial Officer
Date: 18 - May - 2015

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Sutherland Global Services OHS Policy is available at www.sutherlandglobal.com
We would appreciate your feedback, Kindly write to us at, HealthandSafety@Sutherlandglobal.com

Revision History:

Sutherland's OHS Policy was first published on 2nd August 2012 and has been revised on 18th May 2015