

Business Responsibility & Sustainability - Guiding Principles

At TARC Limited (hereinafter referred to as 'TARC' or 'The Company'), we are dedicated to embracing leading industry practices that foster sustainable business operations and create value for all stakeholders. Our commitment to responsible business conduct is unwavering, and we have established a comprehensive framework to guide our operations.

The principles and guidelines outlined here apply to TARC Limited, its subsidiaries, associates, and joint ventures, aligning with the National Guidelines for Responsible Business Conduct (NGRBC). Our approach is crafted to encourage ethical and sustainable practices throughout every area of our business. Below, we outline the best practices that TARC Limited adheres to, demonstrating our dedication to responsible business conduct and sustainable growth.

Environment, Social, and Governance (ESG)

At TARC Limited, we recognize the significance of responsible business practices and the impact of environmental, social, and governance (ESG) issues on global sustainability. We are dedicated to identifying and addressing ESG concerns to create enduring value for our employees, clients, and society at large. Our approach underscores our commitment to sustainability, environmental stewardship, and social responsibility. In developing this approach, we have taken into account our existing practices, including health and safety and workplace standards. We will regularly review and update our practices to ensure we continue to address environmental, social, and governance issues effectively.

1. Commitment to ESG: TARC Limited prioritizes environmental, social, and governance (ESG) concerns to ensure long-term sustainability and public trust.

2. Environmental Stewardship:

1. TARC Limited prioritizes protecting the environment and addressing climate change through collaborative efforts.
2. Measures include minimizing waste, safe disposal practices, and using air pollution control equipment.
3. The company emphasizes energy conservation and encourages responsible water and energy use among employees.
4. TARC focuses on recycling materials like steel studs, waste wood, and electrical cabling, aiming for near-total recycling.
5. Compliance with environmental laws and ongoing reduction of the carbon footprint are key objectives.

3. Social Responsibility:

1. TARC is committed to human rights and avoids practices like human trafficking, forced labor, and child labor.

2. Ensures a safe and healthy workplace, focusing on both physical and psychological well-being of employees.
 3. Promotes diversity and equality, maintaining a discrimination-free work environment regardless of race, religion, or other factors.
 4. Upholds standards to prevent harassment, bullying, and discrimination, integrating these into onboarding and safety orientations.
- 4. Governance Practices:**
1. The Management Team is responsible for ethical business conduct and long-term benefits for stakeholders.
 2. Maintains high standards of business ethics, honesty, and integrity in all dealings.
 3. Adheres to laws and regulations, opposing illegal practices.
 4. Ensures accountability and transparency in financial practices and stakeholder communication.
 5. Actively works to prevent corruption, bribery, and conflicts of interest.
5. **Integration of ESG Factors:** ESG considerations are integrated into TARC's products, services, and overall business operations to drive sustainability.
6. **Community Impact:** TARC aims to positively impact local communities through responsible actions and addressing social challenges.
7. **Regular Reviews:** TARC regularly reviews its approach to ESG concerns to ensure it remains effective and aligned with sustainability goals.
8. **Legal Compliance:** The company adheres to all relevant laws and regulations related to environmental and social practices.
9. **Employee Well-Being:** TARC is committed to providing a safe, healthy, and supportive work environment for its employees.
10. **Continuous Improvement:** TARC is dedicated to ongoing improvement in its ESG practices and strives to make a positive impact on society and the environment.

Human Rights

TARC LIMITED acknowledges the important role businesses play in upholding human rights for employees, communities, suppliers, and other partners. The company is dedicated to fostering a culture that champions human rights and actively works to prevent any human rights violations. TARC aligns with the human rights principles outlined in the ILO Core Conventions on Labour Standards.

1. **Commitment to Human Rights:** TARC recognizes the role of business in protecting human rights and is dedicated to fostering an organizational culture that supports human rights and prevents abuses.

2. **Support for ILO Standards:** The company aligns with the ILO Core Conventions on Labour Standards to guide its approach to human rights.
3. **Employee Rights:** TARC is committed to non-discrimination, prohibition of child and forced labor, freedom of association, and the right to collective bargaining for employees.
4. **Work Environment:** The company aims to eliminate discrimination and harassment, ensuring a merit-based work environment free from physical, verbal, psychological, and sexual harassment.
5. **Supplier and Contractor Practices:** TARC evaluates and selects suppliers and contractors based on human rights standards and monitors their compliance to prevent child, forced, trafficked, or slave labor.
6. **Respect for Local Communities:** TARC respects local cultures, customs, and values, and works to enhance economic, environmental, and social conditions in the communities where it operates.
7. **Community Engagement:** The company engages in open dialogue with stakeholders and participates in community activities to support human rights.
8. **Public Affairs Participation:** TARC engages responsibly in public affairs to promote internationally recognized human rights and contributes to capacity-building for human rights realization.
9. **Environmental Sustainability:** TARC promotes environmental sustainability through core business activities and multi-stakeholder involvement.
10. **Ethical Standards:** The company upholds high business ethics and supports national and international efforts to establish and enforce ethical standards.

Equal Opportunity

TARC LIMITED is committed to being an equal opportunity employer. In line with the Rights of Persons with Disabilities Act, 2016, the Company ensures a workplace free from discrimination and harassment. It provides equal employment opportunities to all individuals, regardless of race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other legally protected characteristic. TARC strives to be inclusive and offer equal opportunities to individuals from all sectors of society, including persons with disabilities.

1. **Commitment to Equality:** TARC Limited is committed to being an inclusive employer, providing equal employment opportunities to all individuals, including Persons with Disabilities (PWD).
2. **Protection Against Discrimination:** The company prohibits discrimination and harassment based on race, color, religion, sex, sexual orientation, gender identity, pregnancy, age, national origin, disability status, genetic information, and other protected characteristics.
3. **Scope of Coverage:** The principles of equal opportunity apply to all prospective and current employees, contractors, and visitors, covering recruitment, employment, promotion, transfer, training, working conditions, wages, and other employment aspects.

4. **Transparency in Selection:** The company follows a transparent selection process based on merit, ensuring that it does not discriminate against Persons with Disabilities and Transgender Persons.
5. **Facilities and Amenities:** TARC endeavors to provide necessary facilities and amenities to Persons with Disabilities and Transgender Persons, including accessible physical infrastructure, information technology, and transportation systems.
6. **Barrier-Free Infrastructure:** The company aims to maintain a barrier-free, disabled-friendly environment by adhering to accessibility standards and providing infrastructural facilities like unisex toilets and assistive devices.
7. **Reasonable Accommodation:** TARC offers reasonable accommodation to Persons with Disabilities to enable them to perform essential job functions, with adjustments tailored to individual needs.
8. **Training and Career Development:** The company ensures that training and career development opportunities are aligned with the needs of Persons with Disabilities, potentially giving preference in transfers and postings.
9. **Grievance Redressal:** Employees experiencing harassment, bullying, or discrimination can report these issues through a formal grievance procedure, which is handled with seriousness and confidentiality.
10. **Liaison Officer:** The Head of Human Resources acts as the Liaison Officer, responsible for ensuring a disabled-friendly workplace, preventing discrimination, and providing support for reasonable accommodation.
11. **Review and Administration:** The approach is reviewed periodically to ensure it remains aligned with the company's goals and responsibilities, while the Human Resources Department manages daily administration, training, and communication. Managers are tasked with setting behavioural standards and ensuring adherence within their teams.

Board Diversity

TARC LIMITED acknowledges that a diverse Board is crucial for improving the overall quality of its performance. The approach to Board Diversity outlines the Company's commitment to fostering diversity within its Board of Directors.

1. **Importance of Diversity:** TARC Limited values a diverse Board of Directors as essential for enhancing the overall performance of the company.
2. **Applicability:** This approach specifically applies to the Board of Directors at TARC Limited.
3. **Role of the Committee:** The Nomination and Remuneration Committee is responsible for reviewing and evaluating the performance of the board, ensuring diversity is considered.
4. **Aspects of Diversity:** Board diversity includes factors such as gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, and length of service.

5. **Board Composition:** TARC Limited aims for an optimal mix of executive, non-executive, and independent directors, including women directors, in line with regulatory requirements.
6. **Disclosure:** The composition of the Board is disclosed annually in the Company's Corporate Governance Report.
7. **Contribution to Objectives:** A diverse Board contributes to driving business results, ensuring sustainable development, enhancing decision-making, and improving the company's reputation.

Supply Chain

TARC LIMITED considers its supply chain as an integral part of its responsibility with regard to sustainable development. As a part of its commitment to sustainable supply chain management, TARC aims to pursue and follow good Environmental, Social & Governance (ESG) standards for its supply chain infrastructure.

1. **Commitment to ESG Standards:** TARC LIMITED is dedicated to upholding high Environmental, Social, and Governance (ESG) standards throughout its supply chain.
2. **Supplier Expectations:** All suppliers must adhere to top ESG standards, ensuring ethical practices, regulatory compliance, and respect for the environment and human rights.
3. **Scope of Application:** The guidelines apply to all suppliers, including those providing products, materials, or services, as well as their agents, subcontractors, and employees.
4. **Ethical Conduct:** Suppliers are required to conduct business ethically, respecting human rights and complying with labor laws, including bans on child labor and forced labor.
5. **Diversity and Inclusion:** Suppliers should promote diversity and inclusivity in their operations.
6. **Workplace Safety:** Ensuring a safe and healthy work environment for all employees is a crucial expectation for suppliers.
7. **Environmental Responsibility:** Suppliers are expected to engage in responsible environmental practices, including efficient energy use, water management, waste reduction, and recycling.
8. **Anti-Corruption:** Suppliers must actively combat corruption, including bribery and extortion, within their operations.
9. **Grievance and Compliance:** TARC reserves the right to audit suppliers, address non-compliance, and terminate contracts if suppliers fail to meet the required standards.
10. **Reporting and Corrective Actions:** Suppliers are encouraged to report any issues or breaches related to these standards and are expected to implement corrective actions as needed.

Supplier Code of Conduct

The guidelines for the 'Supplier Code of Conduct' detail the standards that suppliers of TARC LIMITED are expected to follow. The company requires all suppliers to adhere to responsible business practices as outlined and comply with all relevant laws and regulations. Additionally, suppliers should apply similar standards with their own business partners.

1. **Objective:** TARC LIMITED expects its suppliers to adhere to responsible business principles and comply with all relevant laws and regulations, and to apply similar standards with their own business partners.
2. **Scope:** The conduct guidelines apply to all suppliers of TARC LIMITED.
3. **Implementation:** Suppliers must acknowledge and implement the guidelines, address any implementation gaps with a time-bound improvement plan, and face potential contract termination for severe violations.
4. **Grievance Redressal:** Suppliers should have a system for employees to report concerns without fear of retaliation, investigate grievances fairly, and encourage reporting of violations as per the company's whistle-blower guidelines.
5. **Business Ethics:** Suppliers must follow anti-bribery and anti-corruption practices, disclose conflicts of interest, comply with data privacy laws, and ensure due diligence in product quality and sustainability.
6. **Health & Safety:** Suppliers are required to provide a safe and healthy workplace, identify and mitigate hazards, comply with safety regulations, conduct safety training, and allow employees to report unsafe conditions without fear of retaliation.
7. **Environment:** Suppliers should integrate environmental considerations into their operations, comply with environmental laws, monitor and reduce environmental impacts, and promote eco-friendly technologies.
8. **Working Conditions and Employment Practices:** Suppliers must respect labor laws and human rights, avoid discrimination, prevent abuse and harassment, handle grievances and disciplinary actions fairly, and adhere to work hour and leave requirements.
9. **Review:** The guidelines will be periodically reviewed, and updates will be available on the company's website.
10. **Continuous Improvement:** Suppliers are encouraged to continuously improve their adherence to these guidelines and address any areas of non-compliance promptly.

Stakeholder Engagement

TARC LIMITED understands that engaging with and actively collaborating with stakeholders is crucial for achieving sustainable business performance and building public trust. Our approach is grounded in the principles of transparency, active listening, and fair treatment. We aim for a consultative and collaborative relationship with all stakeholders, relying on effective and responsive communication to build and maintain trust continuously.

1. **Objective:** The aim is to establish effective engagement with stakeholders who impact the company's long-term success. This involves understanding their needs, interests, and expectations and using this information to inform strategic decisions.
2. **Scope:** This approach to stakeholder engagement applies consistently across all operations of TARC LIMITED, ensuring a coordinated and systematic method.

3. **Guiding Principles:**

1. **Responsible Business Model:** Promote innovation, transparency, and sustainable value creation.
2. **Community Involvement:** Engage actively with the communities in which the company operates.
3. **Proactive Communication:** Maintain open and balanced relationships through various channels such as direct contact, social media, and the corporate website.
4. **Engagement Channels:** Feedback and communication with stakeholders are managed through surveys, client feedback mechanisms, seminars, social media, conferences, and one-on-one meetings.
5. **Accountability:** TARC employees are responsible for managing stakeholder relationships and expectations within their areas of responsibility.
6. **Grievance Procedure:** Stakeholders can express concerns or dissatisfaction through various channels, with options for anonymity and independent review to ensure fair handling of issues.
7. **Dynamic Structure:** The company uses a flexible organizational structure to adapt to stakeholders' evolving needs and expectations, facilitating continuous dialogue.
8. **Oversight:** The strategy for stakeholder relations is designed, approved, and overseen by the company's leadership to ensure it aligns with overall objectives.
9. **Integration:** Stakeholder engagement principles are integrated with the company's operating values and standards, including ethics, external communication, and social responsibility.
10. **Review and Update:** The approach is reviewed periodically to ensure it remains aligned with the company's goals and responsibilities.

Grievance Redressal

For timely and proper redressal of complaints with reference to Business Responsibility in line with the "National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business", TARC LIMITD has the following grievance redressal mechanism:

1. **Complaint Submission:** Stakeholders may submit written complaints via letter or email.
2. **Daily Monitoring:** A designated person checks the grievance email id daily to identify new complaints.
3. **Information Forwarding:** Complaints are forwarded to the relevant department for review.
4. **Investigation:** The designated person collects all necessary information related to the complaint for investigation.
5. **Resolution Timeframe:** Complaints are addressed and resolved within 21 days, unless more time is required.

6. **Fortnightly Review:** The designated officer reviews the status of grievance every two weeks to ensure timely resolution.
7. **Reporting:** Status of complaints received and addressed is highlighted in the Annual Report.

Anti-corruption and Anti-bribery

TARC LIMITED is dedicated to achieving competitive excellence through an inclusive approach, ethical and lawful conduct, and unwavering commitment to core values such as transparency, integrity, honesty, and respect for individuals. The company upholds a zero-tolerance stance on bribery and corruption, establishing clear principles aligned with anti-bribery and anti-corruption laws. Guidance is provided to help employees recognize, address, and report any instances of bribery or corruption.

1. **Commitment to Ethical Conduct:** TARC is committed to an inclusive approach, ensuring lawful and ethical conduct, and adherence to core values such as transparency, integrity, honesty, and respect.
2. **Zero Tolerance for Bribery and Corruption:** TARC maintains a strict stance against bribery and corruption, emphasizing that all business activities must comply with anti-bribery laws and ethical standards.
3. **Scope and Applicability:** The guidelines apply to TARC employees and third parties acting on behalf of TARC, including subsidiaries, affiliates, and partnerships, covering all business interactions and dealings globally who are expected to adhere to anti-bribery and anti-corruption laws.
4. **Prohibited Practices:** Employees are strictly prohibited from offering or accepting any form of bribe, kickback, or facilitation payment, including gifts, hospitality, or other financial/non-financial advantages, to influence business decisions.
5. **Charitable Contributions:** Charitable donations by TARC must be legal, ethical, and transparent, with proper documentation to ensure compliance with local laws and regulations.
6. **Reporting and Protection:** Employees are encouraged to report any suspected misconduct related to bribery or corruption without fear of retaliation. The company ensures protection against detrimental treatment for those who report issues in good faith.
7. **Training and Communication:** Employees are educated on the importance of these guidelines during induction, and ongoing training is provided to ensure understanding and compliance.
8. **Responsibility and Implementation:** The Human Resources Department oversees company-wide adherence, while site and office heads are tasked with ensuring implementation at the local level.
9. **Monitoring and Review:** Regular reviews and monitoring ensure the effectiveness of the established measures, with internal audits conducted to verify that anti-bribery and anti-corruption practices are functioning properly. Employees are encouraged to offer suggestions for improvement.

Parental leave

At TARC LIMITED, we understand the need of our employees, who are planning to or have recently become parents, to take paid leave to experience this beautiful phase and nurture a bond with the newborn child.

1. **Maternity Leave:** Female employees are entitled to a 26 weeks of paid maternity leave. This leave is available twice in a career for up to two children; additional leave is provided for a third child.
2. **Paternity Leave:** Male employees can take a specified number of weeks of paid paternity leave, either in one block or in week-long increments, within twelve months of becoming a father. This leave is available twice in a career and cannot be carried forward or cashed out.
3. **Other Leave:** Leaves for women experiencing a miscarriage, employees adopting a child under five years old, commissioning mothers (biological mothers using their eggs for surrogacy) are considered on case to case basis subject to line manager and management approval
4. **Leave Utilization:** Maternity and paternity leave can be taken as a single block or in increments, with specific terms outlined for the duration and conditions of use.
5. **Request Processing:** All leave requests must be accompanied by appropriate legal documentation and, in cases of special circumstances, must be approved by the relevant line manager or HR department.

Biodiversity

TARC LIMITED supports biodiversity conservation through our values, performance, engagement, and communication and shall strive to identify and implement appropriate actions within our company and supply chain and work with our stakeholders.

1. **Support for Biodiversity:** TARC is committed to conserving biodiversity through its values, performance, engagement, and communication.
2. **Impact Awareness:** Recognizing that business and societal activities can harm habitats and endanger biodiversity, TARC aims to mitigate these effects.
3. **Conservation Practices:** The company focuses on conserving, enhancing, and restoring biodiversity through effective management practices.
4. **Legal Compliance:** TARC ensures adherence to all laws and regulations related to biodiversity.
5. **Risk Assessment:** Risks to biodiversity and ecosystem services from current and planned operations are regularly assessed.
6. **No Net Loss Goal:** The company strives to achieve no net loss of biodiversity at sites with associated risks.
7. **Performance Monitoring:** Biodiversity performance is monitored and reviewed against set targets to drive continuous improvement, with results communicated openly.

8. **Stakeholder Engagement:** TARC identifies and collaborates with key stakeholders to incorporate their insights and guidance into biodiversity management efforts.
9. **Mitigation Hierarchy:** The company implements a structured approach to mitigating impacts on biodiversity, including avoidance, minimization, restoration, and offsetting.
10. **Sensitive Areas:** Operational activities are avoided near World Heritage and IUCN-protected areas to prevent adverse effects.

Data Privacy

TARC LIMITED outlines how it collects, uses, stores, and manages personal data, including data provided via its website. The company is committed to protecting the privacy and security of all visitor information. TARC ensures the highest level of data protection for employees, vendors, and clients in line with relevant data protection laws. Personal data includes identity and contact details (e.g., name, email, phone number), as well as information obtained from third parties and collected through websites or similar tools.

1. **Data Collection and Use:** TARC collects, uses, stores, discloses, and processes personal data, including information provided through the website.
2. **Privacy Commitment:** The company is dedicated to maintaining the privacy and security of personal information for all website visitors.
3. **Data Protection:** TARC is committed to protecting employees, vendors, and clients' personal data in accordance with applicable data protection laws.
4. **Types of Personal Data:** Personal data includes identity and contact details (e.g., name, email, phone number), as well as information collected from third parties or through cookies and similar tools.
5. **Access Control:** Personal data is accessible only to authorized individuals on a need-to-know basis or as required by law.
6. **Monitoring:** The company may record and monitor communications to ensure compliance with legal, regulatory, and internal obligations.
7. **Security Measures:** Adequate security measures are in place to prevent the loss or misuse of personal data.
8. **Data Use Limitations:** Personal information is used only as necessary to provide products or services and to manage business operations.
9. **Third-Party Compliance:** When third-party organizations are involved, they must adhere to TARC's privacy standards and allow for compliance audits.
10. **Data Retention:** Personal data is not kept longer than necessary for its intended purposes and is deleted or archived in accordance with legal requirements or statutory limits.

POSH

At TARC LIMITED, our pursuit of excellence is driven by our commitment to inclusivity, lawful and ethical behaviour, and our core values: transparency, integrity, honesty, and respect. As an equal-opportunity employer, we strive to foster a healthy, safe, and supportive work environment where employees can contribute confidently, free from prejudice, gender bias, and sexual harassment.

To achieve this, all employees are expected to interact with colleagues and third parties with fairness and respect, maintaining our reputation for integrity. We are dedicated to ensuring a workplace free from sexual harassment, recognizing its impact on the dignity of everyone. Our approach to preventing and addressing sexual harassment aligns with "The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act 2013" and related regulations issued by the Government of India.

1. **Commitment to Ethical Conduct:** TARC is dedicated to maintaining a fair, respectful, and safe working environment that supports inclusivity and adherence to core values like transparency and integrity.
2. **Equal Opportunity:** TARC is an equal-opportunity employer, striving to eliminate prejudice, gender bias, and sexual harassment in the workplace.
3. **Harassment-Free Environment:** The company aims to create a harassment-free, friendly work environment and enhance equal opportunities for women.
4. **Definition of Sexual Harassment:** Sexual harassment includes unwanted physical contact, requests for sexual favors, inappropriate remarks, showing pornography, and other unwelcome conduct of a sexual nature.
5. **Internal Complaint Committee:** TARC has set up an Internal Complaint Committee at various locations to handle and address complaints of sexual harassment.
6. **Complaint Filing:** Women employees can file written complaints of sexual harassment to the Internal Complaint Committee, with assistance available if needed.
7. **Inquiry Process:** Complaints are investigated following natural justice principles, with the committee recording proceedings and handling cases if either party fails to attend hearings.
8. **Actions and Recommendations:** The committee can recommend actions against respondents if allegations are proven or against complainants for false claims or evidence.
9. **Appeal Mechanism:** Individuals unsatisfied with the committee's recommendations can appeal to the Regional Labour Commissioner (Central).
10. **Annual Report:** The Internal Complaint Committee is responsible for preparing and submitting an annual report on its activities and findings.

CSR

At TARC LIMITED, we seek to achieve sustainable development of the community together with the growth of its business operations. The Company focuses on enhancing the quality of life of the community through the implementation of various sustainable community welfare projects encompassing health, education, livelihood, natural resource management, etc.

1. **Sustainable Development Focus:** TARC LIMITED aims to support both community development and business growth through various initiatives in health, education, and resource management.
2. **Community Engagement:** The company emphasizes involving community members in all its programs to ensure effective stakeholder participation.
3. **Partnerships:** Collaboration with Civil Society Organizations (CSOs) and government entities is essential for maximizing impact and support.
4. **Disaster Assistance:** TARC is committed to providing timely aid during disaster situations.
5. **Legal Compliance:** The company adheres to statutory requirements for community welfare activities as mandated by law.
6. **Employee Involvement:** Encouraging employees to participate in volunteer activities is a key aspect of TARC's community engagement efforts.
7. **Resource Optimization:** Efficient use of physical, financial, and natural resources is achieved through stakeholder collaboration.
8. **Capacity Building:** The company focuses on enhancing the capabilities of community members and development partners to improve quality of life.
9. **Youth Engagement:** Promoting sports, art, and culture among local youth and providing opportunities for international representation are prioritized.
10. **Environmental Conservation:** TARC supports sustainable environmental practices as part of its commitment to community and resource management.

Health, Safety & Environment

At TARC Limited, safety is one of our core values and we are committed to keep our employees, our customers and our communities safe. We aim to provide our employees, a safe and healthy work environment through standard training and monitoring programs that promote a culture of safety, teamwork and professionalism. Our employees make a personal commitment to safety at work.

1. **Core Value of Safety:** Safety is a fundamental value at TARC, with a commitment to ensuring the well-being of employees, customers, and communities.
2. **Safe Work Environment:** The company aims to provide a secure and healthy workplace through training and monitoring that fosters a culture of safety and professionalism.
3. **Continuous Improvement:** Employees are encouraged to continuously improve safety practices and contribute to a safer work environment.

4. **Environmental Impact:** Efforts are made to reduce environmental impact and use natural resources efficiently.
5. **Regulatory Compliance:** TARC is dedicated to meeting or exceeding safety and environmental regulations and legal requirements.
6. **Adequate Facilities:** Providing proper working conditions and facilities to ensure health and safety and minimize risks is a priority.
7. **Personal Responsibility:** A culture of personal responsibility for health, safety, and environmental performance is promoted among employees.
8. **Open Communication:** There is an emphasis on openly communicating health, safety, and environmental performance and engaging in dialogue with stakeholders.
9. **Incident Prevention:** The goal is to eliminate all incidents and injuries by maintaining high standards of safety.
10. **Scope of Application:** These practices apply to all employees, contractors, and stakeholders involved at the project premises.

For questions or concerns, contact: sustainability@tarc.in