



QHSE - INTEGRATED MANAGEMENT SYSTEM POLICY

[Quality, Occupational Health, Safety & Environment Management System]

BOTIL's QHSE - Integrated Management System is designed and developed to meet the requirements of various Codes, Specification & Standards such as ISO 9001, API Spec Q1, ISO 14001 & ISO 45001 for the "Design and manufacture of Oil field Drilling and Downhole Completion Equipment"

We at BOTIL are committed to become one of the leading solution providers for downhole completion products and provide reliable products and achieve our QHSE-IMS Objectives through the following guidelines:

- ♣ Establish, implement, maintain and commit to comply with applicable requirements, including, legal & other requirements and continually improve our QHSE-IMS and its effectiveness to plan, develop, manufacture and provide reliable products to satisfy our customer requirements.

- ♣ Ensure that it is appropriate to the purpose and context of the organization, including the nature, scale, and environmental impacts of its activities, products and services, related OH&S risks, opportunity and thereby supporting our strategic direction through linked objectives.

- ♣ Cascade QHSE-IMS policy, develop framework for QHSE-IMS objectives and targets through participation in consultation with workers / workers representatives and communication for our business processes and develop suitable systems to achieve these objectives and targets.

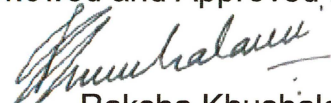
- ♣ Establish, implement and maintain processes for consultation and participation of workers & workers' representatives at all applicable levels and functions, in the development, planning, implementation, performance evaluation and actions for improvement of the OH&S management system.

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- ♣ Review during Management review meeting to ensure that this QHSE-IMS Policy remains relevant & appropriate for continued suitability & to improve upon the effectiveness of QHSE-IMS thereby enhancing performance.
- ♣ Commit to the protection of environment & prevent, eliminate or minimize pollution-generating situations and potential risks that could harm the environment, provide safe and healthy working conditions for the prevention of work-related ill health and injury with respect to Occupational health & safety of our employees & contractors and other specific commitment(s) relevant to the context of BOTIL. Commitments include identifying specific nature of OH&S risks and opportunities and sustainable resource use and protection of biodiversity & ecosystem
- ♣ Commit to comply with the applicable QHSE-IMS legislations, regulations, obligations and standards for those activities carried out by our employees & contractors.
- ♣ Plan, implement and verify QHSE-IMS related training for the continual improvement of all our employees.
- ♣ Evaluate work safety and manage risk at work, to ensure that OH&S hazards are eliminated or controlled to the extent, practically possible.
- ♣ Conduct periodic assessment and review our own & contractor workers performance to ensure continual improvement of our QHSE-IMS and its performance.
- ♣ Maintain a continual dialogue with customers, external providers / suppliers, contractors, employees, and other interested parties.
- ♣ Ensure that our QHSE-IMS Policy is communicated, understood, applied, implemented and maintained at all relevant functions and levels within BOTIL and displayed prominently for visitors, and made available for interested parties and public.

Reviewed and Approved By



Raksha Khushalani

Managing Director

Date: 01.02.2022

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