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Environmental Policy

**At Xmultiple Technologies, Inc.,
protection of environment is prime and
important objective for sustainable
development.**

We are committed to ;

- **Comply with relevant laws and regulations with additional measures considered necessary,**
- **Follow scientific approach to minimize waste generation and there by achieving cleaner production,**
- **Promote awareness among all employees and all interested parties for shared responsibility towards environment protection,**
- **Creating and maintaining better housekeeping, and**
- **Make this policy available to the public.**

Top Management

1st January 2017

Environmental Objectives

| Parameters | Annual Target |
|-----------------------------------------------------------------------------------------------|-------------------|
| ● Legal compliance related to environment and safety and complying all identified obligations | 100 % |
| ● Ensure EMS compliance by supplier | 100 % |
| ● Reduce environment related incidents | 1 Max. / 6 Months |
| ● Reduce Spillages RM / WIP / FP on floor | 1 Max. / Month |
| ● Reduce Nos. of cases of fire / near miss accidents | 1 Max. / 6 Months |
| ● Reduce Nos. of cases of material spillages in the lab during handling | 1 Max. / Quarter |
| ● Reduce Nos. of cases of un-safe condition / act | 1 Max. / 6 Months |

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The environmental policy is communicated to all the employees and are advised to undergo Environmental Policy training on joining the company as well as made aware of it immediately after preparation or modification. EMS Coordinator ensures that the respective employees understand the Environmental Policy and comply with the Environmental Management system documented information. Also display of the Environmental policy at prime location is done and kept in this manual in para 5.2 as documented information. The Environmental policy is kept on web site and reception as appropriate as well as given to all the interested parties like employees, external providers, distributors etc. The Environmental policy is reviewed once in a Year for continually improvement of the effectiveness of the Environmental Management System in management review meeting.

5.3 Organizational roles, responsibilities and authorities

The Top management has assigned relevant roles as given in organization structure. For the entire person the job description is prepared with authority and responsibility.

- (a.) Director has defined responsibilities, authorities and their interrelation for all the persons and communicated within the organization. All staff members are responsible for maintaining EMS of their own work and for informing their Respective Heads for any conditions, which are adverse to the environmental of the work being produced or adverse to the protection of environment. A detailed Organization structure is prepared and supported in Anx – IV to this manual.
- (b.) Personnel in **Company** at various level are responsible and have the authority within their defined areas of control for:
- The implementation of EMS in work carried-out.
 - Initiating action to prevent the occurrence of product Non-Conformance.
 - Identifying and recording environmental problems.
 - Initiating, recommending and providing solutions to environmental problems.
 - To verify the effectiveness of the solutions.
 - Controlling further processing until all conditions are satisfactory.

Roles and responsibilities at various level of the employees

| Sr. No. | Activity | Responsibility |
|---------|------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|
| 1. | Identification of Environmental Aspects and its Impacts | Director / Functional Heads |
| 2. | Monitoring the use of earplugs, EMS issues and number of incidents | |
| 3. | Carryout necessary inspection and testing as per written procedures as well as fulfill legal compliance in their applicable areas. | |
| 4. | Clearing the used packing materials / waste and disposing as well as maintain housekeeping in their areas. | Tops Management / Functional Heads/ EMS coordinator |
| 5. | Creating awareness of Environmental policy and objectives among employees | |

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| 6. | To reduce wastes and conserve the resources. Supervise the activities of the subordinates and ensure that handling and storage and process monitoring are done as per the recommended EMS documented information. | Functional Heads/EMS coordinator |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|

| Sr. No. | Activity | Responsibility |
|---------|----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| 7. | Arranging for the prevention of leakages as soon as they are detected. Ensuring safe work practices and functioning of safety devices. | Supervisors / Operators |
| 8. | Follow recommended procedures for EMS issues and are brought to the notice of Immediate Boss | Workmen / Operators |
| 9. | Ensuring contract workmen are committed to EMS protection. | Works Head / Administration Head / Respective Functional Heads |

All the activities are carried out on continuous basis and their achievements are reported in the Management Review Meeting.

The EMS coordinator is given authority and responsibility for

- a. Ensuring that our EMS conforms to the requirements of ISO 14001:2015;
 - b. Reporting to top management on the performance of the EMS and on opportunities for improvement and on the need for change or innovation;
 - c. Ensure integrity of the EMS is maintained, when changes to EMS are planned and implemented
- (c.) Authority and responsibility for all the concerned persons is documented in job description and communicated to them in order to facilitate effective Environmental Management System. It is communicated and understood by all. Also copies of job description and specifications are given to the concerned. In case of vacancy / absenteeism the delegation of authority shall be upward and responsibility goes downward unless otherwise specified in the documents.