

SAFETY INSTRUCTIONS FOR SERVICE PROVIDER

1. Service Provider upon accepting the Service order agrees and undertakes to abide by the following Safety Instructions. Any deviation thereof shall amount to breach of the order and shall invite penalty / termination of service depending on the severity of the deviation.
2. Service Provider entering on his behalf in Syngene premises should adhere to Syngene's Environment, Health, Safety and sustainability Policies and procedures.
3. Service provider personnel shall always conduct themselves in full compliance with Syngene site, safety and security regulations and immediately report to Syngene for any incidents
4. All workmen including contract workmen shall undergo safety induction training program, as a pre-condition to work in Syngene premises. Some of the trainings as
 - Emergency Action plan
 - Safe Work Practices
 - Potential fire and toxic release
 - General Safety
 - Hazard Identification
5. Service Provider shall ensure that they follow safety precautions while rendering services to Syngene. In the event of delay in service deliverables beyond agreed timelines, Service provider shall liable to pay the damages of one percent (1%) of the order price for every week of continuing delay, subject to a maximum of ten percent (10%) as penalty.
6. Service provider should employ skilled, competent personnel and ensure continuity in employment of such personnel to perform its obligations under the order. Upon Syngene request, Service provider will immediately remove and replace any personnel in the event of safety deviations.
7. In the event of damage to person or property of Syngene or other Service providers caused by Service provider personnel, Syngene reserves the right to recover complete cost of the replacement/repairs of such damages from Service provider.
8. In the event of theft of any material by Service provider's personnel, without prejudice to other legal remedies, Syngene shall impose penalty of Rupees Fifty Thousand (Rs. 50,000/-) as minimum per event of theft plus cost of such material.
9. Service provider shall be liable for all damages to public health, safety and environmental issues arising out of accidents, spillage, and pollution in relation to the service by the third party engaged by them.

10. Service provider shall maintain all necessary insurance coverage, including without limitation public liability, employer's liability, occupational disease, commercial general liability (per occurrence for bodily injury and per occurrence for property damage) and Workmen's Compensation and shall provide to Syngene with necessary certificates and documents as evidence of valid insurance coverage

11. EHS VIOLATIONS:

- i) First time, a safety violation form shall be issued and intimate the service provider engaged in the service
- ii) Second time, Violation form shall be raised and issued to the service provider. Service provider to submit the justification and clarification within two working days
- iii) Third time, Violation form shall be raised and intimated to the service provider. EHS in consultation with EAM and procurement impose the penalty up to Rs. 5000/- against the service provider
- iv) Fourth time, Violation form shall be raised and issued to service provider, EHS in consultation with EAM and Procurement impose the penalty up to Rs. 10000/- against the service provider
- v) Fifth time, Violation form shall be raised and issued to the service provider and will be lack listed.