



**Integrated Management System Policy [As approved by the Board of Directors of the Company at its Meeting held on 02nd February, 2023]**

**Man Infraconstruction Limited (MICL)** strives to achieve excellence in the fields of Real Estate Development and Civil Construction of Port & Infrastructure projects, Township & Residential Projects, Institutional, Hotels & Club Projects and Commercial & Industrial Projects.

**MICL** firmly believes in sustainable growth through planned achievement of balanced set of results that meet and sometimes exceed the short and long term needs of our stakeholders. **MICL** is aware that quality, occupational health & safety, environmental and social issues bear prime importance in the success of all its project endeavors, functions and performed activities. **MICL** always carries out its obligations with the highest quality and with care to minimize impacts upon health, safety, environment and communities, by ensuring that all related risks and aspects are identified, assessed and mitigated appropriately.

Our leadership is fully involved in and committed to the process of building organizational excellence by creating a shared vision, nurturing an enabling workspace and providing the direction for

- Implementing an effective and dynamic Integrated Management System applicable to all its activities and fully compliant with the requirements specified in ISO 9001:2015 Quality Management; ISO 14001:2015 Environment Management, ISO 45001:2018 Occupational Health & Safety Management and ISO 26000: 2010 Social Responsibility Standards.
- Delivering specified acceptable construction quality to our clients and customers by achieving project outcomes in a competitive, timely and cost effective manner, and with regard to modern and innovative solutions.
- Complying with all relevant legislation, regulations, codes of practice and construction industry standards related to our real estate & construction and its associated environment aspects & safety hazards.
- Providing safe and healthy working condition and implementing all safety measures to prevent work related injuries and ill health of our employees and parties associated with our construction activities.
- Preventing pollution and protecting environment and communities by implementing a mitigation hierarchy aimed at avoiding, reducing, restoring, and, as appropriate, off-setting adverse impacts of our construction activities.
- Seeking continual improvement of our Quality, Environment, Safety and Social Responsibility Management System.
- Ensuring transparency and accountability through regular consultation with and participation of all stake holders including workers on social, environmental, safety, security and other relevant issues.

Our Quality Objectives	Our Environmental Objectives	Our Occupational Health and Safety Objectives	Our Social Responsibility Objectives
<ul style="list-style-type: none"> <li>• To provide a standard of construction management relevant to the expectations and needs of our Clients</li> <li>• To continue to improve the quality of our construction management service</li> <li>• To achieve customer satisfaction by ensuring timely delivery of quality homes and providing reliable services during and after sales.</li> <li>• To constantly innovate and improvise our designs, product, layout and processes so as to deliver improved construction and real estate services.</li> </ul>	<ul style="list-style-type: none"> <li>• Committed to reducing the negative impacts of our operations through proactive energy efficiency, waste avoidance, waste reduction, water conservation, re-use and recycling initiatives</li> <li>• To use non polluting consumables in the construction process</li> <li>• To maintain eco friendly environment by preventing pollution of air, water and earth at construction work sites as well as corporate office</li> <li>• To apply sound environmental practices through our construction and real estate projects</li> </ul>	<ul style="list-style-type: none"> <li>• To set a company goal of zero lost time injuries</li> <li>• To embrace safe design principles in all aspects of our construction and real estate activities</li> <li>• To adopt a strong OHS culture within all aspects of its operations and continued improvement in our OHS performance</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure fair treatment of workers</li> <li>• Ensure compliance to the principles laid down in Universal Declaration of Human Rights and International Labour Organization (ILO) conventions and comply with national labor laws</li> <li>• Provide right working conditions to workers</li> <li>• Sustainable creation of employment</li> <li>• Adopt fair contractual practices</li> <li>• Enhance public good and strengthen civil society by community involvement and development</li> <li>• Promote social responsibility in the value chain</li> </ul>

Note : "SMART" Objectives are established at various levels and functions of MICL and reviewed at periodic intervals

**Manan P. Shah**  
(Managing Director)