



F2. ENVIRONMENTAL HEALTH AND SAFETY POLICY

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1. Introduction

Acharya Institutes (AI) is committed to providing a safe and healthy campus environment. Among its highest priorities are the health and safety of all faculty, staff, and students; the visiting public; and members of the neighbouring community.

2. Policy

AI strives to maintain a safe, healthful environment and makes all reasonable efforts to:

1. Protect the health and safety of AI faculty, staff, and students;
2. Provide safe academic, research, and administrative workplaces for faculty, staff, and students;
3. Provide information and training to faculty, staff, and students about safe and healthy work practices;

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Policy Drafting & Review Committee	Campus Director Acharya Institutes	Head, Quality Assurance Acharya Institutes

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4. Identify and correct health and safety hazards and encourage faculty, staff, and students to report hazards; and
5. Provide information and safeguards for those on campus regarding environmental hazards arising from operations at the AI.

AI complies with all laws and regulations governing environmental and occupational health and safety. All members of the AI community are to conduct AI operations in compliance with these regulations, with AI health and safety programs, and with any applicable policies and procedures.

3. Goals

Goals of AI are to:

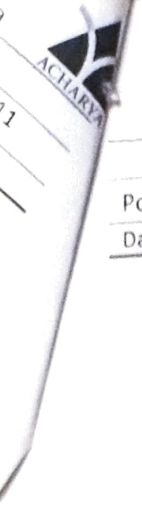
- Prevent workplace injuries and illnesses,
- Avoid property losses or damage,
- Protect the environment by reducing adverse impacts, and
- Maintain compliance with health, safety and environmental protection laws and regulations.

4. Areas / Programs

The AI is responsible for establishing written programs and procedures to ensure compliance with all applicable areas of health, safety and environmental protection regulations. The AI must include, but not be restricted to, the following areas/programs.

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All the stakeholders shall adhere to the safety norms provided in the safety manuals

4.1 Air Quality Management

- Each location is required to implement an air quality program to ensure compliance with air quality laws and regulations, within the AI campus.

4.2 Driving and Pedestrian Safety

- AI shall implement driving and traffic and pedestrian safety programs to increase awareness and safety.

4.3 Environmental Health (Public Health)

- AI's campus shall be maintained in compliance with applicable regulations and accepted standards of environmental health (public health) and sanitation.
- Activities shall include, but not be limited to, the maintenance of good housekeeping practices, safe food preparation at AI food facilities, potable water quality, insect and rodent control, sewage treatment and disposal.

4.4 Ergonomics

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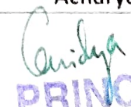
- A broad range of AI’s job tasks and work environments, including office and computer, laboratory, dining, custodial, and carrying and transporting heavy materials, contain risk factors that may contribute to injuries related to ergonomic risk factors.
- AI shall establish, implement and maintain ergonomics programs to prevent ergonomic injuries.
- Program elements include ergonomic assessments, training, and development of engineering, administrative and work practice controls to reduce or eliminate ergonomic risk factors.

4.5 Fire Protection

- Each AI must develop, implement, and maintain programs in compliance with regulations and accepted standards to protect life and minimize the risk of injury and property damage from fire.
- Facilities and equipment shall be inspected, maintained, occupied, and operated in compliance with applicable regulations and accepted standards for fire protection and life safety.
- The design and construction of new AI buildings or alterations to existing AI facilities shall, at a minimum, comply with the regulations of the Fire station based on the area/Jurisdiction.
- Program activities must include monitoring and enforcement of safe occupant capacity at special events and classroom activities.

4.6 Laboratory Safety

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- AI shall develop comprehensive laboratory safety programs for all laboratory research and teaching involving, biological, chemical, physical, and other hazards.
- Programs must ensure activities are conducted in a safe and responsible manner in compliance with health and safety regulations applicable to laboratories.
- The program shall include policies and procedures for laboratory safety, training, minors in labs, personal protective equipment, chemical hygiene, eye wash and safety shower operations and testing, carcinogenic chemical safety, food and drink in lab, ventilation, indoor air quality, ergonomics and respiratory protection.
- Site-specific programs may also include policies and procedures for gas safety, toxic gas, and lab animal occupational safety and laser safety.

Biological Safety

- Programs shall be developed and maintained to identify, monitor, control potentially harmful biological agents, and provide for their safe use within each AI's Labs.

Chemical Safety

- Programs shall be developed and maintained to identify, monitor, control potentially harmful chemicals, and provide for their safe use within each AI's Labs.

4.7 Field Safety

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- AI shall have a written field safety program to ensure the health and safety of researchers in the field. The field safety program should include a requirement for a site specific health and safety plan for all field research activity.
- The site specific health and safety plan should include pre-planning requirements, hazard identification and supporting information, a communication plan, and emergency response procedures.

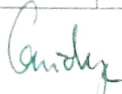
4.8 Occupational Health and Safety

- AI shall maintain a safe and healthy workplace by implementing and maintaining occupational safety policies, programs and procedures.
- In addition to the EH&S Program elements identified in this Policy, program elements may include lead hazards and controls, confined spaces, construction health and safety, cranes/hoists/rigging safety, shop safety, electrical safety, elevated work safety, fall protection, heat illness prevention, forklift and industrial truck safety, welding safety, hazard communication plan, hearing conservation, respiratory program, and other programs/elements as appropriate for each AI.
- AI shall be maintained in compliance with applicable regulations of energy isolation.

4.9 Waste Management

- AI must have a program for managing waste that is generated onsite and is inappropriate for drain or trash disposal.

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- Waste shall include all sorts of waste from AI campus, including Biotechnology Waste, waste from Labs, Mixed waste, and Exempt Recyclable Waste (Latex Paint, Scrap Metal, construction related).
- Program elements may include, but are not limited to the type of waste, the handling, storage and disposal requirements of the waste, and training requirements for personnel managing the waste.

4.10 Water Quality Management

- AI is required to implement a water quality management program. Required programs may include, but are not limited to Separate Storm Sewer Systems, wastewater discharge management, and such others.

4.11 Green campus

Periodical audit needs to be carried out in compliance with environmental laws and legislation. The audit observations and gaps are to be closed within specified timelines.

5. Responsibilities

While pursuing these goals is the responsibility of every member of the AI community, the following officials have particular responsibility for implementing the principles and practices of this Policy.

1. Principals and Deans

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Principle

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Principals / Deans are responsible for ensuring that each academic or administrative unit under their authority conducts its operations in accordance with all applicable laws, regulations, and AI policies. This responsibility includes, but is not limited to:

- Ensuring the use of appropriate safety practices, equipment, and facilities in activities under their authority;
- Establishing and maintaining all required safety programs in their units;
- Implementing specific unit-level policies and procedures for environmental health and safety compliance.

2. HoD's

HoDs are responsible for protecting the health and safety of the employees under their direction, as well as students and visitors as appropriate. Additionally, HoDs are responsible for providing a working environment free from safety and health hazards. Specific responsibilities include, but are not limited to, the following:

- Following all environmental health and safety standards, rules and regulations including those specific permits issued to the AI by local, state regulatory agencies;
- Informing new employees, students, and visitors about their specific responsibilities, as well as environmental compliance, health and safety procedures, rules, and regulations;
- Ensuring that required equipment and personal protective devices are provided, maintained, and used;
- Taking prompt corrective action when unsafe acts or conditions are reported or noted;

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- Providing for health and safety training and education on a continuing basis;
- Immediately seeking medical treatment for all employee, student, and visitor injuries and illnesses as required;
- Coordinating or conducting internal inspections to ensure safe and healthful conditions;
- Requesting the assistance of the next higher level of supervision regarding budget requests for health and safety improvements as needed; and
- Taking specific actions to prevent unauthorized entry to labs, securing highly hazardous materials against theft, and ensuring compliance with security regulations.

3. Employees

Employees are responsible for complying with all applicable environmental health and safety standards, rules, and regulations including those specific permits issued to the AI by local, state and federal regulatory agencies. These responsibilities include, but are not limited to, the following:

- Reporting to the supervisor all conditions that pose a threat to human health, safety, or the environment;
- Wearing or using prescribed protective equipment;
- Reporting any job-related injuries or illnesses to the supervisor and seeking treatment promptly;
- Reporting to EHS any accidents, injuries or illnesses involving a student or visitor.
- Operating any equipment only with proper instruction and authorization.

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4. Students

Students are responsible for complying with existing environmental health and safety standards, rules, and regulations including those specific permits issued to the AI by local, state and federal regulatory agencies. These responsibilities include, but are not limited to, the following:

- Reporting all conditions that pose a threat to human health and safety and to the environment to an appropriate authority;
- Wearing or using prescribed protective equipment;
- Reporting any AI related injury or illness to a supervisor or an appropriate authority and seeking treatment promptly; and
- Operating any equipment only with both proper instructions and authorization.

5. Visitors

All visitors engaging in research, clinical, or educational activities are subject to the requirements of the policy.

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