



Well-Being Policy

At MHCPL, we believe that the well-being of our people is as important as their safety. This policy demonstrates our commitment to protecting and promoting the mental, physical, and social well-being of all employees, subcontractors, consultants, and visitors across our projects and offices.

We recognize that construction work is demanding, and that wellbeing is shaped not only by working conditions but also by lifestyle and personal health factors. Supporting wellbeing improves quality of life, reduces risks, and strengthens our organization.

Our Commitments:

- ✚ Provide a safe, healthy, and inclusive working environment that supports mental, physical, and social well-being
- ✚ Conducting and maintaining risk assessments for lifestyle, clinical, and psychological health risks.
- ✚ Addressing mental health and work-related stress through recognized methods and access to counselling support.
- ✚ Promoting preventive healthcare, including heart health screening, annual medical check-ups, and fitness initiatives.
- ✚ Implementing wellness programs (e.g., yoga, mindfulness, fitness activities, nutrition awareness) with active communication and participation.
- ✚ Ensuring continuous feedback collection from employees to improve wellbeing initiatives.
- ✚ Establishing a Wellbeing Performance Dashboard to set, monitor, and review objectives and performance indicators.
- ✚ Ensuring compliance with all applicable Indian legal requirements and continuous alignment with global standards such as ISO 45003
- ✚ Review this policy once every two years and well-being performance at top management reviews to ensure effectiveness and continual improvement.
- ✚ Continually improve wellbeing initiatives through regular reviews, leadership involvement, and feedback from our workforce.



EXECUTIVE VICE CHAIRMAN