

## OCCUPATIONAL HEALTH & SAFETY (OH&S) POLICY

ACC Limited, part of the diversified Adani Group, is India's foremost manufacturer of cement and building material, with countrywide network of manufacturing infrastructure, mines, waste management platform and office establishments. We conduct our business in a manner that creates a sustainable, healthy and safe environment for our employees, business associates, suppliers, visitors, customers and communities.

We firmly believe that Occupational Health & Safety (**OH&S**) is a business imperative to achieve our purpose of **commitment to building nations with goodness**. We work with belief that **Zero Harm** is achievable and '**nothing we do is worth getting hurt for**'. Employee engagement and involvement is key to create, promote and sustain the culture of "**We Care**" which is vital to achieve our growth and sustainability ambitions.

To meet our commitment, we shall:

- Promote the concept of safety leadership wherein each one demonstrates visible personal commitment towards safety and wellbeing of everyone around us.
- Work with fundamental belief that all injuries and occupational illness can and must be prevented. Working safely is a condition of employment at our business operations.
- Integrate OH&S aspects in our decision-making process throughout the business life cycle.
- Comply and sustain with applicable legal, regulatory, Industry and group OH&S requirements.
- Ensure all employees and business associates are competent to perform their tasks safely by giving them adequate training.
- Apply risk management principles to assess and reduce vulnerabilities through hierarchy of controls in operational, Infrastructural, and behavioral risks.
- Set annual objectives and target to continually strengthen OH&S assurance through audits, compliance monitoring and timely action closure.
- Report all incidents, investigate, and implement control measures to prevent reoccurrence across our business operations.
- Provide adequate resources to ensure continual improvement of OH&S performance.
- Empower every employee and business associate to stop any unsafe work.

The Policy shall be communicated and made available to all our employees, business associates, suppliers, visitors, customers, and other stakeholders. We shall seek accountabilities at various levels to ensure safe and sustainable business performance.

Any violation or breach of this policy shall be dealt with procedures framed by the Company from time to time. This policy shall be reviewed periodically for its suitability and relevance to our operations and updated as deemed necessary.



Ajay Kapur

Chief Executive Officer  
Cement Business, Adani Group

Date: 24<sup>th</sup> June 2023



## OCCUPATIONAL HEALTH & SAFETY (OH&S) POLICY

We at Adani, firmly believe that Occupational Health & Safety (OH&S) is an integral part of our activities, policies, processes & business operations and are committed to provide safe and healthy workplace across our operating location, to our employees, relevant stakeholders and nearby communities, to achieve our OH&S Vision "To be the Globally admired OH&S Leader in the Infrastructure space".

Adani recognizes that OH&S and the overall wellbeing of its people is vital to its success and growth aspirations. It is our conviction to promote "Culture of Care" so that every activity is performed in a safe manner which facilitates continual growth and sustainability of our businesses. This is envisioned in our business theme "Growth with Goodness".

To meet our commitment, we shall endeavor to;

- Integrate Occupational Health & Safety aspects in every business decision we make and in every activity we perform. Leaders at all levels, demonstrate their personal commitment to OH&S to promote Principle of Prevention of unsafe situations by integrating requirements from design & engineering stage to operation & maintenance.
- Work with the fundamental belief that all injuries and occupational illness can and must be prevented. Working safely is a condition of employment to meet our goal of "Zero Harm".
- Comply and exceed applicable legal and regulatory OH&S requirements and set highest standards for positive safety compliance, wherever we operate.
- Develop skills, knowledge, competence and build capability by engaging employees, business partners and service providers through appropriate education & training to help them work safely. Influence our business partners in enhancing their OH&S standards.
- Ensure safe place to work by identifying, assessing, and reducing risks & vulnerabilities, to as low as reasonably practicable by applying hierarchy of controls for process, machinery, infrastructure and human behavior and prevent any potential emergency situations.
- Conduct regular audits and facilitate assurance of OH&S programs and take timely action on findings, to integrate learnings ensuring continued compliance to safety management system requirements.
- Proactively report all incidents, investigate root causes and ensure lessons learnt are shared and deployed across the Group companies.
- Set OH&S objective and targets, metrics as indicators of excellence, monitor progress and continually improve performance. Provide adequate resources to ensure continual improvement of OH&S management & performance.

We shall communicate this policy to all our employees, business partners and customers to emphasize their responsibilities and accountabilities for safe performance and thereby establish a renewed commitment towards consultative & participative processes.

Any violation or breach of this policy shall be dealt with procedures framed by the Company from time to time. The policy shall be reviewed periodically for its suitability & relevance to our operations and updated as deemed necessary.

Gautam Adani  
Chairman – Adani Group

Date: 04<sup>th</sup> March 2021