

2.3 OCCUPATIONAL HEALTH & SAFETY POLICY

SSEL

OCCUPATIONAL HEALTH & SAFETY POLICY

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Developed by: ESG Department

Owner Department: EHS Department & HR Department

Approved by : Group CEO

SSEL is committed to providing a safe and healthy work environment for all employees, contractors, and visitors.

Our aim is to achieve zero work related injuries and illnesses. We believe that all incidents are preventable through proactive risk management and continuous improvements.

This policy applies to all employees, contractors, and visitors across all SSEL facilities.

Commitment to Occupational Health and Safety:

- We are dedicated to maintaining a safe workplace by preventing accidents, promoting health and safety awareness, and complying with all relevant safety laws and regulations.
- We will implement and maintain **ISO 45001** international standards at all our facilities.
- Our commitment to OHS is based on national and global leadership indicators reflected in various global framework and standards.
- In addition, regular risk assessments and emergency preparedness plans to address & mitigate potential health and safety hazards, will be taken up.

OHS Projects & Activities:

- Our quarterly OHS calendar includes activities like internal training, external third-party training, regular health checkup of employees.
- It also includes several voluntary activities which emphasize building a Safety-First culture.
- These activities are aligned to our ESG goals. Examples are wellness related activities, cross department audit and safety walk.
- Several events which include family, children and community also be conducted to create heightened awareness of safety.

Training & Awareness:

- Regular OHS awareness will be done to ensure all employees understand and adhere to our health and safety protocols.
- All employees will receive mandatory safety training, and to constantly remind them of safe practices, communication through posters, banners and the like will be displayed.
- We will support employee well-being through health screenings, wellness programs, and mental health resources.

Documentation and Reporting:

- Data, photographs, case studies, suggestions, interactive dialogue capture and much more go into creating a transparent report.
- Based on the above reports, achievement of long-term and short-term targets can be measured and reported.

Champion and Responsibilities:

- Every employee is the safety champion. The more senior the designation the higher is the safety responsibility to an employee. Influencing not just colleagues and subordinates but also vendors, suppliers and all other stakeholders is every employee's responsibility.
- All employees must follow OHS guidelines, reporting hazards, unsafe acts, unsafe conditions near misses, and participate in safety training.
- Employees should follow safety procedures, including the use of PPE and adherence to emergency response plans, with regular drills conducted.
- Employees should ensure that all tasks are performed in a manner that minimize risk to health and safety

- The site EHS/OHS team will report all incidents, including near-misses, immediately, and a thorough investigation will be conducted to identify root causes, implement corrective actions and preventive actions.

Influencer in the Value Chain:

- SSEL will take up the mantle of being an influencer in the value chain by ensuring that all value chain partners observe in their respective location/plant/factory/, stringent safety parameters and will be open to visit and audit by SSEL of their safety compliance. This clause will be included in all work/ purchase order released to vendor.
- SSEL will proactively carry message and awareness of Safety First in difference scenarios to members of public, community, students and families through various activities conducted by its employees

Legal and Regulatory Compliance:

- We will adhere to all relevant OHS regulations and standards, as per Indian laws and enactment and global standards wherein India is signatory

Continuous Improvement:

- Our OHS performance will be monitored regularly, with progress reported to senior management quarterly and shared with stakeholders regularly.
- This policy will be reviewed and updated annually to incorporate new safety standards to ensure its ongoing effectiveness.

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