



# Health & Safety Policy

The AV Group is committed to promoting and ensuring the health, safety and well-being of all persons working under the control of our organization. We are committed to continually improve safety practices, performance and protect our employees including contractors, business partners, service providers, visitors and society from any harm. We are committed to the prevention of occupational diseases and the protection of the health and well-being of our employees, contractors, visitors, local communities and society.

The AV Group shall endeavor to:

- Maintain positive legal compliance to workplace health and safety regulations and conform to the requirements of our Group Sustainability Framework.
- Maintain an ISO 45001 certified health and safety management system.
- Work with the fundamental belief that all injuries and acute occupational illnesses are preventable. Working safely is a condition of employment.
- Provide a safe workplace by identifying, assessing and reducing occupational health and safety hazards and managing risks to as low as reasonably practicable (ALARP) from process, machinery, infrastructure and human behavior.
- Provide leadership and share with our employees the accountability for continuous improvement in health and safety.
- Achieve continual improvement in our safety performance by setting objectives/targets, developing, deploying and maintaining standards and systems.
- Encourage and support research to improve our ability to protect employees, maintain public health & safety and strive for the elimination of significant health & safety hazards/risks from our operations.
- Develop the will, knowledge and skill among employees/contractors/partners to demonstrate their involvement, responsiveness and accountability to achieve sound safety practices and performance; promote best work practices and innovations to minimize exposure to health hazards.
- Consult with and ensure the participation of employees and, where they exist, worker's representatives, in the development of safety policy, objectives and the wider safety management system.
- Report and investigate all incidents for learning and to prevent re-occurrence.
- Ensure adequate emergency response capability in case of medical emergency.
- Foster awareness through health education and training and health promotional activities with involvement of workers and/or their representatives.
- Continue to measure, monitor and benchmark our safety practices and performance and report regularly to the Board of Directors.
- Conduct regular audits and take action on audit findings/observations to ensure continued conformance to system requirements.

The Health and Safety Policy of the AV Group complies with that of its owners, the Aditya Birla Group.

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