



Adani Enterprises Limited
Occupational Health and Safety Policy

Updated on – 29.10.24

Version – 1.1

Adani Enterprises Limited (AEL)'s Occupational Health and Safety Policy is adapted from and in alignment with Adani Group's Occupational Health and Safety Policy framework

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 well-being of its people is vital to its success and growth aspirations. It is our conviction to promote a "**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 the highest standards for positive safety compliance, wherever we operate.
- Develop skills, knowledge, competence and build capacity 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 places 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.
- Use this policy and its recommendations for setting up prioritization and action plans to improve our overall performance in OH&S objectives and targets.

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.

Oversight:

AEL's Board of Directors has the oversight into the implementation of this policy.

Policy Approval:

The updated version of this policy was placed before AEL's Board-level Corporate Responsibility Committee (CRC) at its meeting held on 29th October 2024 and reviewed/approved thereat.