Group Occupational Health & Safety (OH&S) Policy

At Adani, we firmly believe Occupational Health & Safety (OH&S) is a **"core value"** and an integral part of our business. We are committed to providing safe and healthy workplaces, preventing work-related injuries and occupational illnesses, and protecting the health, safety, and well-being of our employees, business partners, relevant stakeholders, and interested parties. Guided by our **OH&S Vision, "To be a trusted leader in Occupational Health & Safety, setting the benchmark for excellence across our businesses,"** we are committed to fostering a strong Culture of Care in line with our philosophy of **"Growth with Goodness".**

To meet our commitment, we shall endeavor to:

- Integrate Occupational Health & Safety (OH&S) into our business decisions and activities and ensure **leadership accountability.**
- Prevent work-related injuries and occupational illnesses and strive to achieve a **Zero Harm** workplace.
- Comply with, and where practicable exceed, **applicable legal, regulatory,** and other OH&S requirements across all our operations.
- Develop and maintain **competence of employees,** business partners, and service providers, while promoting high OH&S standards throughout our value chain.
- Provide **safe and healthy workplaces** and effectively manage occupational and process safety risks.
- Foster a culture of trust, openness, and **psychological safety** where everyone is encouraged to eliminate and reduce OH&S hazards and risks to prevent unsafe work and conditions.
- Promote **innovation, technology, digitalization and continual learning** to strengthen occupational and process safety and enhance operational excellence.
- Maintain effective **emergency preparedness,** response, and business resilience. Effectively use STOP observation, where continuity could mean dereliction or dilution to safe working.
- Ensure effective oversight of OH&S performance through **periodic reviews, audits, and assurance** activities.
- Promote timely **reporting, investigation, and learning** from incidents and near misses to prevent recurrence across the Group.
- Establish OH&S objectives and **continually improve OH&S performance** by providing the necessary resources.

We shall communicate this Policy to employees, business partners, interested parties and relevant stakeholders to ensure awareness of our OH&S commitments and promote consultation, participation, and continual improvement of our OH&S performance.

All Adani employees and business partners shall take personal responsibility for their own health and safety and for helping the Company continually improve its performance, reputation and business resilience. 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 to keep it current, effective, and aligned with our strategic objectives and requirements.

Gautam Adani
Chairman - Adani Group
28th October 2026