



ADITYA BIRLA GROUP

SAFETY POLICY

Aditya Birla Group, recognises that a safe workplace and safety conscious personnel are the core of sustainable development. We are committed to continually improve safety practices, performance and protect our employees including contractors, business partners, service providers, visitors and society at large from any harm.

We shall endeavour to:

- Work with the fundamental belief that all injuries and acute occupational illness can and must be prevented. Working safely is a condition of employment.
- Maintain positive legal compliance to work place safety regulations and other requirements,
- Provide a safe work place by identifying, assessing, and reducing risks to as low as reasonably practicable (ALARP) from process, machinery, infrastructure and human behaviour;
- Achieve continual improvement in our safety performance by setting objectives/ targets, developing, deploying and maintaining standards and systems;
- Develop the will, knowledge and skill among employees / contractors / partners to demonstrate their involvement, responsiveness and accountability to achieve sound safety practices and performance.
- 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;
- Continue to strengthen our systems and procedures for preventing and mitigating any potential emergency situations.
- Continue to measure, monitor and benchmark our safety practices and performance and publish a report for general communication.
- Conduct regular audit and take actions on audit findings/ observations to ensure continued conformance to system requirements.
- Report and investigate all incidents for learning and to prevent reoccurrence.

Each Aditya Birla Group Company shall sign up to this policy or develop an equivalent that shall be implemented throughout the company.

This policy shall be reviewed periodically for its suitability and updated as necessary.

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ABG/SUST/POL/06

Version: V-3

Disclaimer: The 'Aditya Birla Group' is commonly and for convenience referred to a group of entities which use the group's trademark 'Aditya Birla' and/or 'Sunrise Logo' as a part of their corporate name, logo and/or in relation to their products and services, either by virtue of shareholding interest or otherwise. The 'Aditya Birla' and 'Sunrise Logo' trademarks, registered in India and around the world, are owned by Aditya Birla Management Corporation Private Limited (ABMCPL). ABMCPL is the centre of excellence and provides varied centralised expert services to its member entities. The terms of use of the group mark, logo and expert centralised services by Aditya Birla Group companies are governed by arm's length contractual arrangements entered into between ABMCPL and Aditya Birla Group companies. ABMCPL provides no services to third parties outside the Aditya Birla Group. No Aditya Birla Group company has any authority to obligate or bind ABMCPL or any other Aditya Birla Group company vis-à-vis third parties, nor does ABMCPL have any such authority to obligate or bind any Aditya Birla Group company. The term 'Group' should not be used for any legal purpose and provisions of relevant law shall apply whenever there is a need to define the term 'group'.



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