



JINDAL STAINLESS LIMITED

CIN: L26922HR1980PLC010901

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OCCUPATIONAL HEALTH & SAFETY POLICY

(Approved by the Board of Directors on May 15, 2024)

I. OBJECTIVE:

Jindal Stainless Limited (hereinafter referred to as 'JSL'/'Company') recognizes the importance of providing safe workplace to our people as a commitment to sustainable development & sustenance. The continuous improvement of occupational health and safety ('OHS') programs is a key priority throughout all operations.

II. APPLICABILITY:

The scope of the policy extends to:

- Production facilities and all other business operations;
- Logistics;
- Products & Services provided by the Company.

When working with contractors, suppliers, and other entities collaborating with JSL or acting on its behalf, JSL will promote principles and commitments consistent with this policy. All employees (including contractors, part-time employees, workers, and trainees) must comply with the policy when acting on behalf of JSL.

III. POLICY GUIDELINES

- **Maintain Safety as the First Priority**

We endeavor to achieve 'Zero Incidents' across all our business operations. We have defined annual and long-term measurable targets and objectives to prevent, detect and mitigate safety-related impacts across organizations.

- **Promote Health and Wellbeing**

We strive to provide safe & healthy working conditions to all our people for the prevention of work-related injury and ill health. We actively foster a culture of self-management to cultivate a healthy workplace environment. Our efforts are focused on enabling and promoting self-management to strengthen physical and mental well-being of our people.

- **Establish Transparency**

Encourage effective communication, proactive participation, and consultation with employees & workers to promote a positive and enabling OHS culture. We communicate with all our stakeholders on the progress and performance of OHS management to maintain the highest standards of transparency.

- **Compliance with applicable laws and regulations**

We comply with applicable national, state, and local OHS laws and regulations. In addition to the applicable laws & regulations, we would strive to monitor and implement evolving leading practices and international standards from time to time.

- **Engage in Training and Awareness**

We encourage our employees and workers to participate in OHS training events to strengthen OHS awareness. We provide consultation and communication channels to seek guidance and share feedback for continuous improvement.

- **Maintain a Robust OHS Management System**

We continuously review and optimize each OHS activity, to ensure the soundness of the OHS management system, and to enhance its suitability, adequacy, and effectiveness. We have set quantitative metrics to measure and continuously monitored OHS performance to determine the impact on the people.

We identify potential hazards in all OHS activities and conduct regular risk assessments / audits to verify compliance with safety management systems. We strive to eliminate the hazards and occupational health & safety risks.

Our safety management system is aligned with ISO standards and emerging leading practices.

The Policy will be periodically reviewed and updated as required. Any amendments to the Policy would be undertaken with the approval from the Board of Directors.
