

## **Occupational Health and Safety Policy**

Shree Cement Limited (hereinafter referred as 'SCL' or 'Shree Cement' or 'Company') believes that everyone has the right to a safe working environment. The Company is committed to provide a safe and healthy workplace to all its employees and workers across its operations.

### **Scope**

This policy is applicable to all its business units and offices. It also applies to the employees, workers, contractors, and visitors, as appropriate.

### **Objectives**

The Company shall endeavour to ensure good health and safe work practices by:

- Complying with all applicable legal, and other regulatory requirements, and conducting our business with the goal of 'Zero Injury' in the workplace.
- Adopting and complying with international standards such as OHS management systems (ISO 45001) at all our facilities, while taking necessary steps to ensure continual improvement.
- Setting up quantitative targets for improving the safety performance.
- Consultation with the workforce directly or indirectly through their representatives, in development, implementation, and evaluation of the occupational health and safety management system in order to improve the health and safety mechanisms and measures.
- Enhancing our health and safety standards and procedures for preventing and mitigating any potential emergency situations.
- Providing a healthy and safe workplace by identifying, assessing, and minimizing health and safety risks by effective risk control measures.
- Taking precautionary measures to effectively manage installation of machinery and hazardous processes.
- Analyzing all safety-related incidents, investigating the root cause thereof and taking necessary corrective actions by developing time bound actions plans.
- Conducting internal assessments and external audits based on ISO 45001 (Occupational Health and Safety Management System) to safeguard health and well-being of all the employees and workers on a regular frequency.
- Integrating learnings from internal / external audit findings into occupational health and safety management system.
- Providing access to all the employees and their families to necessary medical facilities.
- Raising awareness among all employees and workers regarding occupational health and safety through trainings, and skill development on aspects such as first aid, fire prevention, accident prevention and all other necessary protocols and mechanisms.
- Communicating regularly about relevant occupational health and safety topics to all stakeholders.

### **Responsibilities**

Implementation of occupational health and safety policy at each of the plants is overseen by respective unit heads. Further, safety committees have been set up at each of the plants to regularly monitor the health and safety for all the employees and workers.

Version: 01, Policy Owner: Unit Heads

Proprietary information of Shree Cement Limited

The contractors and sub-contractors shall ensure that all necessary safety measures are taken and safe working conditions are provided to their employees and workers.

In consultation with the Company's legal team, the contractual agreement with contractors, sub-contractors and any external agency shall cover aspects on health and safety.

Any instances of grievances regarding non-compliance with the policy can be reported through grievance mechanism provided in Stakeholder Engagement Policy.

### **Policy Implementation and Review**

This Policy was approved by the Board of Directors of SCL at its meeting held on 22<sup>nd</sup> May 2023 and supersedes the existing policy on this matter.