

Adani Power Limited

Occupational Health and Safety Policy

Adani Power Limited is committed to ensuring the health and safety of our workforce through the adoption of robust health and safety practices. We aim to prevent injuries, eliminate OHS hazards, and foster a caring, responsive workplace environment. Our vision is to be a globally admired OHS leader in the infrastructure sector, and we strive for zero harm by fostering a culture of shared values, care, commitment, and continuous improvement.

This policy applies to all company operations, including employees, contractors, and individuals under the company's supervision. It aligns with relevant international OHS standards, regulations, voluntary programs, and collective agreements.

The policy is endorsed by Executive Management, demonstrating our commitment to OHS at the highest level.

Our OHS Policy is realized through **CHETNA initiative**, which empowers people to Pursue the Goal of Zero harm by:

- **Creating mechanisms for proactive participation and consultation with employees at all levels to enhance workplace safety.**
- **Harmonizing OHS policies and procedures with good international industry practices to achieve commendable OHS performance.**
- **Evolving robust and resilient processes that enhance employee wellness and foster a safety culture, strengthening overall effectiveness.**
- **Training employees and implement awareness programs to build capacity and promote a culture of safety.**
- **No tolerance approach for unsafe acts and conditions by eliminating hazards through critical reviews and assessments.**
- **Adopting safe and effective technologies helping in designing out OHS risks and aiding in process safety and controls enabling controls over OHS risks.**

The commitment to OHS principles are evident in our actions which contribute to:

- **Integrating OHS considerations into every business decision and activity. Leaders at all levels demonstrate their personal commitment to OHS, promoting prevention from design and engineering through to operation and maintenance.**
- **Operating with the belief that all injuries and occupational illnesses can and must be prevented. Working safely is a condition of employment aimed at achieving our "Zero Harm" goal.**

- Complying with and exceed applicable legal and other OHS requirements. We set the highest standards for sustained safety compliance across operations.
- Developing skills, knowledge, and competence through appropriate education and training. We engage employees, business partners, and service providers to elevate their OHS standards.
- Embarking on identifying, assessing, and reducing risks to as low as reasonably practicable. This includes applying a hierarchy of controls for processes, machinery, infrastructure, and human behaviour to create safe workplace.
- Conducting regular audits and facilitate assurance of OHS programs. We take timely action on audit findings, integrating learnings to maintain compliance with safety management systems.
- Proactively report all incidents, investigate root causes, and ensure lessons learned are shared and implemented across the Group.
- Consulting with and involve workers and their representatives in the development and implementation of OHS processes. Encourage active participation from all employees to enhance the effectiveness of the OHS Management System and its outcomes.
- Setting OHS Objectives and prioritize tasks with quantitative targets to improve performance. We consistently monitor, report, and improve OHS performance metrics.

This policy shall be Communicating this policy to all employees, business partners, and customers. The policy is reviewed at least annually or more frequently where needed to ensure its continued relevance to our operations and updated as necessary. Any violation or breach of this policy shall be addressed according to the procedures framed by the company.

OCCUPATIONAL HEALTH & SAFETY (OH&S) POLICY

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 wellbeing of its people is vital to its success and growth aspirations. It is our conviction to promote "**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 highest standards for positive safety compliance, wherever we operate.
- Develop skills, knowledge, competence and build capability 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 place 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.

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.



Gautam Adani
Chairman – Adani Group

Date: 04th March 2021