



JINDAL STAINLESS LIMITED

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ENVIRONMENT, HEALTH, AND SAFETY POLICY

(Approved by the Board of Directors on May 17, 2023)

1. Objective

Jindal Stainless Limited (JSL) recognizes the importance of preserving environment and providing safe workplace to our people. As a commitment to sustainable development, sustenance, and continuous improvement of environmental, health and safety programmes is a key priority throughout all operations.

2. Applicability

This scope of the policy extends to:

- Production facilities and all other business operations
- Logistics
- Products & Services provided by the Company
- Management of waste
- Environmental due diligence at each step of the value chain, including mergers, acquisitions, investments, and divestments.

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 to the policy when acting on behalf of JSL.

3. Key Responsibilities

ESG Committee of the Board of Directors of the Company oversees the implementation of this policy.

Executive management has the overall accountability for ensuring implementation of this policy.

Department heads, including line managers, are responsible for the full implementation of this policy and provide periodic updates to the executive management about the good practices implemented and evolving challenges with reference to environment, health and safety throughout the organisation.

4. Policy Guidelines

- **Protect the Environment**

We promote sustainable development across our operations by identifying and implementing opportunities for effective use of resources, pollution prevention, emission reduction and waste reduction. In order to advance our Environmental Stewardship initiatives for reducing the environmental footprint and promoting sustainability, we would explore opportunities to work with public and private entities, including governments, non-governmental organisations, other businesses, suppliers, academic institutions, and local communities.

- **Maintain Safety as the First Priority**

We endeavour 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 organisations.

- **Promote Health and Wellbeing**

We strive to provide a healthy workplace to all our people and actively foster a culture of self-management to cultivate a healthy workplace environment. Our efforts are focussed 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 EHS culture. We communicate with all our stakeholders on the progress and performance of EHS management to maintain the highest standards of transparency.

- **Compliance with applicable laws and regulations**

We comply with applicable national, state, and local EHS 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 EHS training events to strengthen EHS awareness. We provide consultation and communication channels to seek guidance and share feedback for continuous improvement.

- **Maintain a Robust EHS Management System**

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

We identify potential hazards in all EHS activities and conduct regular risk assessments / audits to verify compliance with environmental management systems and safety management systems.

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

5. Policy Review

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.