



HPL ELECTRIC & POWER LTD

HEALTH AND SAFETY POLICY

OBJECTIVE

HPL Electric & Power Ltd. is committed to achieving excellence in Health and Safety (H&S) management. Our goal is to minimise safety and health impacts of our operations by eliminating unsafe work conditions either on-site or off-site.

SCOPE & APPLICABILITY

This policy is applicable to all HPL Electric & Power Ltd. business units, including subsidiaries, joint ventures, and acquisitions, managed sites, licensees, outsourcing partners, corporate offices, and research facilities. This policy is also applicable to all HPL Electric & Power Ltd. employees, contractor employees, business partners, suppliers, and others with whom HPL Electric & Power Ltd. does business.

Objectives of the Health & Safety Policy

HPL Electric & Power Ltd. will strive to:

- Comply with applicable national, regional, and local H&S regulations and statutory obligations as well industry best practices. In the absence (or lack) of appropriate legislation, industry best practices and applicable international standards will be used.
- Develop, implement, and improve H&S management systems, with our commitments and values and consistent with world class standards.
- Set targets and objectives to avoid, reduce or mitigate H&S related impacts on people.
- Prevent injury and ill-health to employees and business partners by eliminating hazards and providing a safe and healthy work environment and minimizing the risks associated with occupational hazards.
- Implement regular health surveillance and risk-based exposure monitoring of employees and contractor workers.
- Incorporate appropriate H&S criteria for all business decisions including the planning, operationalization, and closure of the projects.
- Conduct regular H&S review of the projects (including for mergers & acquisitions) to identify, prioritize, assess, and take effective actions for mitigating the potential H&S risks.
- Drive continuous H&S improvement through setting and reviewing targets using appropriate best available practices and technology.
- Review performance against the policy on a periodic basis to ensure management of health & safety as per our objectives including the sharing of good practices throughout the organization and stakeholders.
- Ensure training for all employees training to emphasize the importance of maintaining a safe and healthy workplace.
- Promote a positive H&S culture through effective communication, participation and consultation with employees and business partners.
- Committed to minimizing our environmental footprint by implementing sustainable practices, complying with regulations, and continuously improving our environmental performance.
- Ensure resilience in our operations by integrating proactive risk management, emergency response planning, and recovery strategies to safeguard employees, assets, and the environment.
- Optimize energy consumption through efficient technologies, renewable energy integration, and operational best practices to reduce emissions and enhance sustainability.
- Promote responsible water usage by conserving resources, preventing pollution, and implementing innovative water recycling and efficiency measures.
- Adhere to the principles of waste reduction, reuse, and recycling while ensuring proper disposal of hazardous and non-hazardous waste to protect human health and the environment.
- Recognize the importance of preserving ecosystems and biodiversity by mitigating the impact of our operations, restoring natural habitats, and promoting conservation initiatives.
- Establish processes of consultation and ensure participation of workers, and their representatives (when applicable) in the decision-making process for H&S matters.

- Promote awareness of business partners, suppliers, and other stakeholders on the adoption of practices in alignment with our policies, thereby fostering a collective commitment to health and safety.
- Drive positive healthcare outcomes for our employees, business partners and the local community.
- Communicate to all our stakeholders on the progress and performance of H&S management.
- Provide information and education programs on high-risk diseases including HIV/ AIDS for all employees and contractor employees.
- Ensure prevalence of diseases such as HIV/AIDS in any of our workforce, do not affect employment, employee rights, development opportunities, benefits, or access to sick leaves. We also commit to elimination of stigma and discrimination associated with these diseases through non-discriminatory policies, practices and relevant awareness and outreach programs for our workforce, their families, and the community.

RESPONSIBILITY & REVIEW

Our Chairman of the Board will be accountable for controlling and setting the policy, and the Executive Committee are responsible for the full implementation of the policy and associated standards. The Board Executive committee will review this policy annually, if required and recommend appropriate revisions to the Board as may deem necessary.

Approved and Adopted: Date

Signing Authority (Name & Designation)