

## Occupational Health and Safety Policy

We, at Hinduja Renewables Energy Pvt Ltd, (HREPL) are dedicated to establishing and upholding a strong Health and Safety Management System that protects the welfare of individuals and the assets deployed at our facilities as a core element of our business. The wellness and safety of our employees and stakeholders who may be affected by the organization's activities remain critically important. Our goal is to achieve "Zero Harm" to people and "Zero Damage" across our facilities. This approach is founded on preventive risk control, regulatory adherence, and ongoing enhancement practices.

In alignment with this commitment, we endeavor to:

- Follow all relevant local, regional, and national health and safety laws and statutory requirements as mandated by the respective states in India where we function.
- Consistently aim to identify, evaluate, and address our occupational health and safety (OHS) risks and hazards through scheduled assessments, with active involvement from stakeholders and in consultation with leadership.
- Actively recognize and work toward minimizing occupational illness and injury risks, and support employee well-being through periodic assessments of operational processes and systems adopted for a secure working environment.
- Ensure a safe and healthy workplace for all employees, contractors, and stakeholders by applying effective controls and confirming the availability of suitable resources to execute the company's OHS policy.
- Continuously seek to enhance health and safety outcomes by routinely reassessing OHS objectives and goals.
- Measure our progress and perform regular evaluations to confirm our policies and controls remain efficient and that our health and safety goals are being achieved with visible advancement.
- Ensure open communication and meaningful interaction with all stakeholders on the status and outcomes of our Occupational Health & Safety Management. By encouraging collaboration with employees, partners, and communities, we build shared accountability for health, safety, and environmental stewardship.

This policy covers all activities, employees, suppliers, and service contractors. Each person is expected to honor these values and support a culture of safety and sustainability.



**Deepak Thakur**

**Managing Director & CEO**

Date: 23<sup>rd</sup> December 2025