

## Amara Raja Energy & Mobility Limited

### Occupational Health and Safety (OHS) Policy

#### 1. Purpose

This policy aims to provide a systematic framework for managing Occupational Health and Safety (OHS) risks in all operational activities, ensuring the safety and well-being of all employees, contractors, and individuals under the company's supervision. The objective is to comply with all relevant legal requirements and international standards while continuously improving OHS performance.

#### 2. Scope

This OHS policy is applicable to all operational areas of Amara Raja Energy & Mobility Limited, including employees, contractors, and subcontractors. The policy covers all processes, activities, and work environments where OHS hazards may arise, extending to external visitors and entities interacting with the company.

#### 3. Commitments

##### 3.1. Compliance

- Adherence to Occupational Health and Safety standards, applicable laws and regulations as mandated by international, national, and local authorities, including compliance with voluntary programs and collective agreements. This ensures that all OHS management practices are aligned with best-in-class safety standards, and industry best practices.

##### 3.2. Worker Consultation and Participation

- **Employee Engagement:** Workers and their representatives shall be encouraged to actively involve in the consultation process, particularly concerning hazard identification, risk assessment, and control measures. Regular participation from workers in OHS management practices shall ensure collective responsibility & ownership in creating a safer work environment.
- **OHS Committees:** Health & safety committees consisting of worker representatives and management shall work towards promoting and maintaining culture of safety, health, and well-being within the organization. This ensures the implementation of best practices in risk control and employee feedback integration.

##### 3.3. Risk Management and Hazard Control

- **Hazard Identification & Risk Assessment (HIRA):** HIRA shall be conducted regularly to identify, evaluate, and control all potential risks, including chemical, physical, ergonomic, and environmental hazards.
- **Hierarchy of Controls:** Controls shall follow a structured approach starting with hazard elimination and substitution, followed by engineering and administrative controls, and, where necessary, reliance on personal protective equipment (PPE).

### 3.4. Continual Improvement of OHS Management System

- **Performance Monitoring and Auditing:** A continual improvement framework shall be established, in line with ISO 45001, to monitor the OHS management system's effectiveness. This includes periodic internal and external audits, compliance reviews, and feedback loops to adapt to changes in regulations and industry advancements.
- **Data-Driven Metrics:** Quantitative performance metrics shall be set, tracked, and periodically reviewed. These metrics shall include both lagging and leading indicators like injury rates, near-miss incidents, compliance with safety procedures, and the frequency and effectiveness of safety training programs.

### 3.5. Prioritization and Action Planning

- **Risk-Based Prioritization:** High-risk processes and tasks shall be prioritized based on their hazard level and likelihood of incidents. Action plans shall be developed to systematically address these risks, focusing on high-impact areas such as chemical safety (lead, sulfuric acid), mechanical hazards, road safety and electrical safety.
- **Operational Integration:** OHS action plans shall be integrated into daily operations, ensuring that safety procedures are embedded within routine workflows across departments.

### 3.6. Establishment of Quantitative OHS Targets

- **OHS Performance Metrics & Target Setting:** Quantitative safety targets based on leading & lagging indicators shall be set annually and monitored closely. These targets shall be aligned with operational goals and safety compliance benchmarks.

### 3.7. Implementation and Endorsement

- **Commitment:** Board of Directors shall ensure the necessary resources and authority are allocated for implementing and enforcing this OHS policy. All departments and personnel shall be held accountable for compliance with OHS protocols.
- **Continuous Supervision:** OHS policy compliance shall be reinforced through structured supervision mechanisms, periodic reporting, and review by the Board of Directors.

## 4. Key OHS Operational Components

- **Emergency Preparedness and Response:** Comprehensive emergency procedures shall be established to mitigate risks related to fire, chemical spills, and other hazardous incidents. Regular emergency drills shall be conducted, and response teams shall be trained in handling emergency scenarios.
- **Health Surveillance Programs:** Employees exposed to high-risk conditions shall undergo periodic health monitoring, including special testing requirements for certain category of employees and other relevant medical screenings, as required by regulatory frameworks.
- **Safety Training Programs:** A structured training framework shall be implemented to ensure that all employees, including contractors, receive relevant OHS training. This shall include induction training and mandatory training on hazard awareness, PPE usage, emergency protocols, and the safe operation of equipment.

## 5. Monitoring, Auditing, and Reporting

- **OHS Audits:** Regular internal and external audits shall be conducted to evaluate compliance with this policy and regulatory requirements. Appropriate corrective & preventive action shall be implemented against gaps / observations arising out of these audits.
- **Incident Investigation:** An incident reporting mechanism shall be implemented to ensure immediate reporting of safety incidents. Root cause analysis shall follow to identify and rectify underlying causes to prevent recurrence.

## 6. Review and Policy Revision

This policy shall be reviewed & revised as deemed necessary.

**Date: 25.09.2024**



**Harshavardhana Gourineni**  
**Executive Director**  
**Amara Raja Energy & Mobility Ltd.**