

**Adani Wilmar Limited Occupational
Health and Safety (O S & H) Policy**

Adani Wilmar Limited (AWL) firmly believe that Occupational Health & Safety (OH&S) is an integral part of our activities, policies, processes, and business operations and are committed to provide safe and healthy workplace across our operating locations, to our employees, relevant stakeholders, and nearby communities to achieve our OH&S vision “To be Globally admired OH&S Leader in the Agri business space”.

AWL 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 Adani Group’s business theme “Growth with Goodness” and AWL’s business theme “For a healthy growing nation.”

To meet our commitment, we shall endeavour 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 the Principle of Prevention of unsafe situations by integrating requirements from design & engineering stage to operation and maintenance.
- Work with 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 with and exceed applicable legal and regulatory OH&S requirements and set the 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 and 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 behaviour 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 with stakeholders for taking immediate and appropriate measures to avoid any recurrence in future.
- Set OH&S objectives and targets, metrics as indicators of excellence, monitor progress and continually improve performance. Provide adequate resources to ensure continual improvement of OH&S management and 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 and participative processes.

Any violation or breach of this policy shall be dealt with procedures framed by the organisation from time to time. The policy shall be reviewed periodically for its suitability & relevance to our operations and updated as deemed necessary.