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## OCCUPATIONAL HEALTH & SAFETY POLICY

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| Authorized by:       | Sustainability Council      |
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## OCCUPATIONAL HEALTH AND SAFETY POLICY

### A) INTRODUCTION

We at Usha Martin Limited (hereinafter referred to as “UML” or “Company”) are committed to providing a safe & healthy working environment to achieve "zero harm". We also believe that all injuries are preventable, and safety is everyone's responsibility.

We promote a culture where the motto of 'safety-first' is manifested in whatever our employees do at work. This policy aims to align with the Occupational Health and Safety Management System (ISO 45001) providing a framework to manage risks and improve Occupational Health and Safety (OHS) performance.

### B) SCOPE

This OHS Policy applies to all employees, workers, contractors, suppliers, and all stakeholders involved in Usha Martin Limited's operations across all manufacturing units, offices, and project sites in India.

### C) COMMITMENT FRAMEWORK

In pursuit of this, we are committed to –

- a. Identify and eliminate any foreseeable hazards to employees, workers, and any other stakeholder who may be at risk resulting in accidents, injuries, and damage to property;
- b. Monitor, measure, set objectives and targets and continually improve performance, and report progress on a periodic basis on key health and safety indicators;
- c. Inculcate safety culture at all levels by "felt leadership";
- d. Establish systems and processes to create a safe and healthy work environment;
- e. Ensure regular employee health check-ups to promote workforce well-being and a safe working environment.
- f. Train and transform employees and service providers to demonstrate safety consciousness and follow safety rules and procedures;
- g. Involve all team members in creating a safe workplace by actively eliminating hazards;
- h. Comply with all relevant health and safety-related legal and statutory requirements;
- i. Work together with all stakeholders to create a safe community;
- j. Encourage supply chain partners to comply with legislative requirements, adopt health and safety policies;
- k. Periodically communicate and be transparent about our safety plans, efforts, and outcomes to keep concerned stakeholders updated;
- l. Ensure 100% of employees and workers undergo annual safety training, equipping them with the necessary knowledge and skills to adhere to safety standards and procedures.

### D) IDENTIFYING AND REPORTING HAZARDS MECHANISM

- Regular workplace inspections and safety audits are to be conducted across all operational areas to identify potential hazards such as machinery defects, unsafe work



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practices, and environmental risks.

- UML has an Onsite Emergency Control Plan in place for all sites, which must be followed by all stakeholders to ensure safety and compliance.
- The company has a formal hazard reporting system in place, which allows employees, workers, suppliers and all stakeholders to report work-related hazards, issues, risks and concerns quickly and easily. Reports can be submitted through email on [grievance@ushamartin.co.in](mailto:grievance@ushamartin.co.in) or directly to their supervisor. Once a hazard is reported, Usha Martin's safety team will promptly investigate the situation and take corrective actions.
- Provide workers with the authority to stop work if they identify a hazard and remove themselves from the situation.
- Once a hazard is identified, a risk assessment must be conducted to evaluate the severity, likelihood, and potential impact on workers' health and safety.
- Categorize risks based on their severity and likelihood, which will then guide the prioritization of corrective actions.
- Regular review and updating of risk assessments, particularly for new projects, machinery, or work environments.

#### E) GOVERNANCE MECHANISM


The Head of OHS is responsible for the implementation and management of the OHS policy, ensuring all safety measures are effectively carried out across the Company. The Sustainability Council will provide oversight and review of the policy, ensuring alignment with organizational objectives and regulatory compliance.

The OHS team is responsible for:

- Ensuring that Occupational Health & Safety (OHS) policies align with national and international regulations (e.g., ISO 45001) and are effectively implemented across all sites.
- Conducting regular workplace risk assessments, identifying hazards, and implementing preventive measures to minimize accidents and occupational illnesses.
- Overseeing regular health check-ups, promoting workplace ergonomics, and ensuring proper use of personal protective equipment (PPE) to maintain employee well-being.
- Developing and enforcing safety and wellbeing training programs for employees, contractors, suppliers and all stakeholders to build a strong and safe culture and inculcate emergency preparedness.
- Ensuring that Onsite Emergency Control Plans are in place for all locations and accessible to all stakeholders, while monitoring OHS performance through internal/external audits and incident tracking.

#### F) AMENDMENTS

This Policy shall be reviewed at least once every year and may be amended, modified or supplemented from time to time to ensure compliance with any modification, amendment or supplementation to any applicable law.

Signature:   
Designation : Whole-time Director  
Date : 10<sup>th</sup> April 2025

