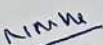
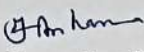


Occupational Health and Safety Policy

We at Usha Martin are committed to provide 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. 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 safe and healthy work environment ;
- e) train and transform employees and service providers to demonstrate "no-compromise attitude" and follow all safety rules & procedures ;
- f) involve all team members towards creating a safe workplace by eliminating hazards ;
- g) comply and endeavor to exceed all relevant health and safety related legal & statutory requirements ;
- h) work together with all stakeholders to create safe community ;
- i) encourage supply chain partners to comply with legislative requirements, adopt health and safety policies, report and continually improve performance ; and
- j) periodically communicate and be transparent on our plan, efforts and outcomes to concerned stakeholders.


Chairman of Safety
Committee
Date: 13.04.2024


Executive Director
(Manufacturing)
Date: 13-04-2024