



SARDA ENERGY & MINERALS LIMITED

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URL: www.seml.co.in CIN: L27100MH1973PLC016617

Occupational Health and Safety Policy

1. Preamble

Sarda Energy & Minerals Limited ("SEML" or "the Company") is committed to providing a safe, healthy and incident-free workplace for all persons working for or on behalf of the Company. SEML recognises that occupational health and safety is fundamental to sustainable operations, productivity, compliance and stakeholder trust.

Given the nature of SEML's operations involving mining, metal manufacturing, power generation and allied activities, the Company acknowledges its responsibility to proactively identify, assess and control workplace hazards and to prevent work-related injuries, ill-health and incidents.

2 Objectives of the Policy

The objective of this Policy is to establish a structured framework for managing occupational health and safety risks across SEML's operations and to embed safety as a core organisational value. This Policy aims to:

- i) Prevent work-related injuries, illnesses and fatalities;
- ii) Provide safe working conditions and systems of work;
- iii) Comply with applicable occupational health and safety laws and regulations like Factories Act, State Factory Rules, etc.
- iv) Promote a strong safety culture driven by leadership and employee participation; and
- v) Ensure continual improvement in occupational health and safety performance.

3 Effective Date

This Policy comes into effect from 23.05.2026.

4. Scope and Applicability

This Policy applies to:

- i) All SEML manufacturing plants, mines, power operations and offices;
- ii) All employees, including permanent, temporary and probationary staff;
- iii) Contractors, subcontractors, suppliers, visitors and any other persons working under the control or supervision of SEML; and
- iv) All work-related activities conducted at SEML premises or project sites.

5 Governance and Accountability

The Board of Directors shall have overall oversight of occupational health and safety governance within the Company.

- i) Senior Management shall be responsible for implementing this Policy and ensuring adequate resources, systems and leadership commitment. Safety shall be first priority for all senior and management level employees.
- ii) Line managers and supervisors shall be accountable for managing safety risks within their areas of responsibility
- iii) Every employee and worker has a duty to follow safety procedures and to safeguard their own health and safety and that of others



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6 SEML's Commitment to Occupational Health & Safety

SEML commits to maintaining a safe and healthy workplace through a systematic and proactive approach to hazard identification, risk control and continuous improvement. In pursuit of this commitment, SEML shall:

- i) Integrate occupational health and safety considerations into business planning, operational decisions and change management;
- ii) Identify hazards and assess risks associated with processes, equipment, infrastructure and human factors;
- iii) Apply reasonably practicable controls to eliminate or reduce occupational health and safety risks;
- iv) Comply with applicable legal, statutory and regulatory health and safety requirements and endeavour to meet recognised industry best practices;
- v) Provide for periodic medical check-up and occupational health monitoring;
- vi) The Company shall implement Personal Protective Equipment (PPE) management system and shall provide all required PPEs.
- vi) Encourage early reporting of unsafe conditions, near-misses and incidents without fear of retaliation.

7 Hazard Identification and Risk Management

SEML shall adopt a structured approach to occupational health and safety risk management. This includes:

- i) Conducting periodic workplace hazard identification and risk assessments;
- ii) Implementing appropriate controls based on the hierarchy of controls;
- iii) Reviewing risks arising from new projects, equipment, materials or processes; and
- iv) Ensuring that risk mitigation measures are communicated and implemented effectively.

8 Incident Reporting, Investigation and Learning

All workplace incidents, occupational illnesses, near-misses and unsafe conditions shall be reported promptly. SEML shall:

- i) Investigate incidents to determine root causes;
- ii) Implement corrective and preventive actions to avoid recurrence;
- iii) Share learnings across units and operations to strengthen safety performance; and
- iv) Maintain appropriate records of incidents and remedial actions.

9 Training, Competence and Awareness

SEML recognises that competence and awareness are essential to workplace safety. The Company shall:

- i) Systems like Behaviour Based Safety, Road Safety, etc. shall be implemented by the Company.
- ii) Provide appropriate health and safety training to employees, supervisors and contractors;
- iii) Ensure that personnel undertaking hazardous activities are competent and authorised;
- iv) Promote ongoing safety awareness through communication, engagement and toolbox talks; and
- v) Support development of a safety-conscious workforce across all levels.

SEML: Occupational Health and Safety Policy



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10 Worker Consultation and Participation

SEML encourages active participation of employees and workers in occupational health and safety matters. This includes:

- i) consultation during development and review of safety procedures;
- ii) involvement in safety committees, inspections and audits where applicable; and
- iii) encouraging suggestions and feedback to improve workplace safety.

11 Contractor and Business Partner Safety

SEML expects contractors, suppliers and business partners working on its premises or projects to adhere to applicable occupational health and safety standards. The Company shall:

- i) Communicate relevant safety requirements to contractors;
- ii) Monitor contractor compliance with safety procedures; and
- iii) Take appropriate action in case of serious or repeated safety violations.

12 Emergency Preparedness and Response

SEML shall establish and maintain emergency response procedures to address potential accidents, fires, natural disasters, medical emergencies and other critical situations. Emergency preparedness measures like mock drills, on-site emergency plans, etc. shall be periodically reviewed and tested to ensure effectiveness and readiness.

13 Monitoring, Performance and Continual Improvement

SEML shall monitor occupational health and safety performance using appropriate indicators and management reviews.

- i) Safety performance shall be periodically reviewed by management
- ii) Objectives and targets may be established to drive continual improvement
- iii) Findings from audits, inspections and reviews shall be acted upon in a timely manner

14 Communication and Awareness

This Policy shall be communicated to all employees, contractors and relevant stakeholders through appropriate channels, including induction programmes, training sessions and internal communications.

15 Review and Monitoring

This Policy shall be reviewed periodically and updated as necessary to ensure continued relevance with changes in operations, regulatory requirements and organisational structure.