



**Ambuja Cements Limited**  
**OCCUPATIONAL HEALTH & SAFETY (OH&S) POLICY**  
[updated on 31<sup>st</sup> July 2025]

A handwritten signature in black ink, appearing to read "Vinod Bahety", with a long horizontal line extending from the end of the signature.

**Vinod Bahety**  
**Wholetime Director & CEO**  
**Cement Business, Adani Group**

### **OCCUPATIONAL HEALTH & SAFETY (OH&S) POLICY**

Ambuja Cements Limited, part of the diversified Adani Group, is India's foremost manufacturer of cement and building material, with countrywide network of manufacturing infrastructure, mines, waste management platform and office establishments. We conduct our business in a manner that creates a sustainable, healthy and safe environment for our employees, business associates, suppliers, visitors, customers and communities.

We firmly believe that Occupational Health & Safety (OH&S) is a business imperative to achieve our purpose of commitment to building nations with goodness. We work with belief that Zero Harm is achievable and 'nothing we do is worth getting hurt for'. Employee engagement and involvement is key to create, promote and sustain the culture of "We Care" which is vital to achieve our growth and sustainability ambitions.

To meet our commitment, we shall:

- Promote the concept of safety leadership wherein each one demonstrates visible personal commitment towards safety and wellbeing of everyone around us.
- Work with fundamental belief that all injuries and occupational illness can and must be prevented. Working safely is a condition of employment at our business operations.
- Integrate OH&S aspects in our decision-making process throughout the business life cycle.
- Comply and sustain with applicable legal, regulatory, Industry and group OH&S requirements.
- Ensure all employees and business associates are competent to perform their tasks safely by giving them adequate training.
- Apply risk management principles to assess and reduce vulnerabilities through hierarchy of controls in operational, Infrastructural, and behavioral risks.
- Set annual objectives and target to continually strengthen OH&S assurance through audits, compliance monitoring and timely action closure.
- Report all incidents, investigate, and implement control measures to prevent reoccurrence across our business operations.
- Provide adequate resources to ensure continual improvement of OH&S performance.
- Empower every employee and business associate to stop any unsafe work.
- Use this policy and its recommendations for setting up prioritization and action plans to improve our overall performance in OH&S objectives and targets

The Policy shall be communicated and made available to all our employees, business associates, suppliers, visitors, customers, and other stakeholders. We shall seek accountabilities at various levels to ensure safe and sustainable business performance.

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

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