POWERICA

A PROMISE FOR POWER

Occupational Health and Safety Policy

Objective

Powerica Limited ("Powerica" or "the Company") acknowledges the impact its operations have on the health and safety of its identified stakeholders that include employees, workers, contractual labor, communities, customers, suppliers among others. The company remains committed towards integrating occupational health and safety considerations to ensure safe working conditions across all offices, sites, and workplaces, prevent any safety violations, and reduce on-site injuries and fatalities.

Applicability

This overall Policy and all its components extend to all the Directors, employees, officers, workers of the Company across all functions, departments, units. The coverage of this policy also includes to all value chain partners including the vendors, transporters and dealers.

Policy Principles

I. Adhere to all applicable laws, standards and regulations, voluntary programs and/or collective agreements to ensure optimum Occupational Health and Safety (OHS) and maintain high safety standards.

II. Develop and implement an integrated and structured Health and Safety Management System Manual, that prioritizes safety in all business operations and in the communities and integrates actions for emergency preparedness and response to prevent incidents across all business operations.

III. Continually strive to improve the performance of the Entity's Health and Safety Management System through consultation with and active involvement/ participation of workers, and/or workers' representatives.

IV. Ensure effective investigation of work-related injuries, ill health, diseases and incidents and perform OHS risk and hazard assessments that identify occupational health hazards and risks and evaluate the progress in reducing/preventing health issues/risks, endorsing the culture of zero workplace accidents.

V. Conduct internal inspections and periodic audits to ensure continual improvement in the performance of the Entity's Health and Safety Management System in alignment with the latest requirements of ISO 45001 Occupational Health and Safety Management System.

VI. Promote and create awareness among all identified stakeholders including employees, workers, contractual labour, communities, customers, suppliers etc.

through mock drills, trainings and capacity building programs that address Occupational Health and Safety, injury and illness etc.

VII. Establish Occupational Health and Safety (OHS) objectives and quantitative targets to monitor OHS performance and develop prioritization & action plans to continually improve performance on EOHS metrics;

VIII. Ensure access to clean and safe facilities that includes deep cleaning and sanitization of facilities on its premises, access to potable water, good indoor air quality and sanitary food preparation and storage facilities;

IX. Ensure that worker dormitories provided by the suppliers shall be clean, safe, and with adequate access to emergency egress, adequate heat and ventilation and reasonable personal space;

X. Incorporate Occupational Health & Safety (OHS) consideration in ESG Criteria to facilitate critical supplier selection and sustainable procurement practices;

XI. Undertake comprehensive risk assessments for climate-related hazards (cyclones, flooding, extreme temperatures);

XII. Identify and establish specific control measures to protect worker health and safety through-out the building lifecycle;

XIII. Develop clear emergency response plan that includes evacuation protocols, communication strategies, and regular training drills focused on climate risks;

XIV. Conduct awareness and training sessions for better communication of the emergency response plan;

XV. Identify and establish systems in place for employees to be trained on recognizing symptoms associated with extreme weather events, like heat stress, extreme rainfall, draught and floods, also spread awareness about safety practices during extreme weather events;

XVI. Establish systems for monitoring weather conditions, encourage reporting of unsafe situations, and commit to regular reviews of policies and procedures to adapt to emerging climate challenges and improve overall workplace safety.

Sd/-

Name: Mr. Jai Ram Oberoi
Designation: Whole Time Director
Date: 21st June, 2025