

Adani Group OH&S Policies



OCCUPATIONAL HEALTH & SAFETY (OH&S) POLICY

We at Adani, firmly believe that Occupational Health & Safety (OH&S) is an integral part of our activities, policies, processes & business operations and are committed to provide safe and healthy workplace across our operating location, to our employees, relevant stakeholders and nearby communities, to achieve our OH&S Vision "To be the Globally admired OH&S Leader in the Infrastructure space".

Adani recognizes that OH&S and the overall wellbeing of its people is vital to its success and growth aspirations. It is our conviction to promote "Culture of Care" so that every activity is performed in a safe manner which facilitates continual growth and sustainability of our businesses. This is envisioned in our business theme "Growth with Goodness".

To meet our commitment, we shall endeavor to:

- Integrate Occupational Health & Safety aspects in every business decision we make and in every activity we perform. Leaders at all levels, demonstrate their personal commitment to OH&S to promote Principle of Prevention of unsafe situations by integrating requirements from design & engineering stage to operation & maintenance.
- Work with the fundamental belief that all injuries and occupational illness can and must be prevented. Working safely is a condition of employment to meet our goal of "Zero Harm".
- Comply and exceed applicable legal and regulatory OH&S requirements and set highest standards for positive safety compliance, wherever we operate.
- Develop skills, knowledge, competence and build capability by engaging employees, business partners and service providers through appropriate education & training to help them work safely. Influence our business partners in enhancing their OH&S standards.
- Ensure safe place to work by identifying, assessing, and reducing risks & vulnerabilities, to as low as reasonably practicable by applying hierarchy of controls for process, machinery, infrastructure and human behavior and prevent any potential emergency situations.
- Conduct regular audits and facilitate assurance of OH&S programs and take timely action on findings, to integrate learnings ensuring continued compliance to safety management system requirements.
- Proactively report all incidents, investigate root causes and ensure lessons learnt are shared and deployed across the Group companies.
- Set OH&S objective and targets, metrics as indicators of excellence, monitor progress and continually improve performance. Provide adequate resources to ensure continual improvement of OH&S management & performance.

We shall communicate this policy to all our employees, business partners and customers to emphasize their responsibilities and accountabilities for safe performance and thereby establish a renewed commitment towards consultative & participative processes.

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

Date: 04th March 2021

Gautam Adani
Chairman – Adani Group



Adani Visible Leadership: 10 Commandments

Visible leadership involves being known for a dynamic approach towards Safety and is often attributed to personal behavior. It comes through personal believes and values. When effective safety leadership is present and visible, employees not only feel responsible for their own safety, they feel responsible for their peers' safety and the employer supports them through resources, recognition and acting on that responsibility.

The following are some of the **expected behaviors for establishing an effective safety culture through Visible Leadership.**

Walk the talk – the lowest standard you walk past is the highest standard you accept.
Integrate safety consideration in all decisions, activities and actions.
Facilitate risk management by Integrating Safety in Design and Operations to address vulnerabilities.
Lead the Change - Participate & facilitate other's involvement in Health & Safety initiatives.
Interact with others to engage in Safety talks for enhanced Health & Safety understanding.
Report, encourage others and resolve safety & vulnerability related issues, learning from lead and lag parameters.
Reward & Recognize safe behavior and Felt Leadership.
Support & Hold Safety high - Intervene to reinforce positive behavior and correct At-Risk behavior.
Mentor - Support & Guide new stakeholders on Safety Guidelines & Standards.
Reprimand people for willful infringement of safety rules to reinforce responsiveness.

Date: 04th March 2021


Gautam Adani
Chairman – Adani Group