

Health & Safety Policy

Purpose

Meenakshi Energy Limited is committed to achieving excellence in Health and Safety (H&S) Management. Our goal is to minimise safety and health impacts of our operations by eliminating unsafe work conditions either on-site or off-site.

Scope

This policy is applicable to all Meenakshi Energy managed sites, licensees, outsourcing partners, corporate offices. This policy also applicable to all Meenakshi Energy employees, contractor employees, business partners, suppliers, and others with whom Meenakshi Energy does business.

In addition, this policy is applicable throughout the operational lifecycle of the projects Furthermore, it extends to activities in our upstream and downstream value chain, limited to distribution, logistics, and sale of products and services to the customer.

Objectives of the Health & Safety Policy

Meenakshi Energy Limited strives to:

- Comply with applicable national, regional, and local H&S regulations and statutory obligations as well industry best practices.
- Develop, implement, and improve H&S management systems, with our commitments and values and consistent with world class standards.
- Set targets and objectives to avoid, reduce or mitigate H&S related impacts on people.
- Prevent injury and ill-health to employees and business partners by eliminating hazards and providing a safe and healthy work environment and minimizing the risks associated with occupational hazards.
- Implement regular health surveillance and risk-based exposure monitoring of employees and contractor workers.
- Incorporate appropriate H&S criteria for all business decisions including the planning, operationalization, and closure of the projects.
- Conduct regular H&S review of the projects (including for mergers & acquisitions) to identify, prioritize, assess, and take effective actions for mitigating the potential H&S risks.
- Drive continuous H&S improvement through setting and reviewing targets using appropriate best available practices and technology.
- Review performance against the objectives on a periodic basis & sharing of good practices throughout the organization and stakeholders.
- Ensure training for all employees training to emphasize the importance of maintaining a safe and healthy workplace.
- Promote a positive H&S culture through effective communication, participation and consultation with employees and business partners.

MEENAKSHI ENERGY LIMITED

Site Office: Thamminapatnam (Village), Chillakur (Mandal), Tirupati District, Andhra Pradesh, 524412

Registered office Address: Flat no. 102, Maruthi Nivas, Green Fields, Ameenpur, Medak, Ramachandrapuram, Hyderabad, Telangana - 502032

Mobile No: 88866 93381 | **Email Id:** mkel.secretarial@vedanta.co.in

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- Establish processes of consultation and ensure participation of workers, and their representatives (when applicable) in the decision-making process for H&S matters.
- Promote awareness of business partners, suppliers, and other stakeholders on the adoption of practices in alignment with our policies, thereby fostering a collective commitment to health and safety.
- Drive positive healthcare outcomes for our employees, business partners and the local community.
- Communicate to all our stakeholders on the progress and performance of H&S management.
- Provide information and education programs on high-risk diseases including HIV/ AIDS for all employees and contractor employees.
- Ensure prevalence of diseases such as HIV/AIDS in any of our workforce, do not affect employment, employee rights, development opportunities, benefits, or access to sick leaves. We also commit to
- elimination of stigma and discrimination associated with these diseases through non-discriminatory policies, practices and relevant awareness and outreach programs for our workforce, their families, and the community.
- This Policy will be reviewed regularly.



Asim Kumar De
Factory Occupier,
Meenakshi Energy Limited

Dated: 19-08-2025

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