

Occupational Health & Safety Policy

Purpose

The Safety and health of all the people who are work with The Supreme Industries Limited Group is our highest priority. We are committed to providing a safe and healthy environment for all employees, contractors, and visitors. This policy outlines our commitment to health and safety and the measures we will take to comply with the policy.

Scope

This policy is applicable to our entire operations, employees, workers, contractors, suppliers and other individuals under our supervision.

Objectives

- Ensure a safe and healthy workplace for all employees, contractors and visitors.
- Prevent occupational injuries, illnesses and incidents.
- Promote a strong safety culture and employee participation.
- Continuously improve occupational health and safety performance.

We are committed to:

- Comply with all applicable laws, rules, regulations and other legal requirements and set objective targets, develop, implement and maintain management standards and systems and ensure compliance of relevant industry standards.
- Ensuring that all our facilities are ISO 45001 certified.
- Achieve zero harm in all its operations.
- Ensure that our operations don't result in injury or harm to anyone in any form.
- Demonstrate leadership and high standards for promoting occupational health of our employees and contractors.
- Provide resources necessary to implement this policy and develop OHS system.
- Regularly identify and assess risks in the workplace and take measures to eliminate them.
- Encourage employees to report any concerns about health and safety to their supervisor or management.
- Provide adequate training, personal protective equipment and supervision for employees.
- Conduct regular mock drills to ensure preparedness in case of an emergency.
- Design plants with proper and adequate safeguards for ensuring process safety.
- Carry our process and operational changes through well-defined systems and strict adherence to the same.
- Ensure that all employees and contractors are trained in health and safety procedures and receive ongoing support.
- Review and update systems and procedures regularly.

- Investigate all incidences relating to Health, Safety and Environment, including minor ones, followed by implementation of corrective measures.
- Identify and evaluate health risks related to operations and carrying out pre-employment and periodic medical check-up of its employees.
- Follow effective use of safe working procedures and practice for operation, maintenance, inspection and emergency situations.
- Communicate learning from investigations of incidence, internal and external, to all employees and taking steps to prevent such occurrence in its works.
- Set health and safety metrics as indicators of excellence and regularly report and monitor health and safety performance to identify areas of improvement.
- Encourage participation of employees and workers in health and safety initiative.

Governance & Accountability

Our board as well as Key Management Personnel (KMP) are committed to oversight of implementation of health and safety policy and are updated quarterly by the ESG committee on health and safety related aspects. At the plant/site level senior management is responsible for driving policy and communicating progress to ESG committee.

Compliance & Transparency

We comply with all applicable laws and strive to go beyond compliance through continuous improvement. We ensure transparent reporting and monitoring of health and safety performance.

People & Culture

We build awareness, competence and ownership among employees and encourage participation and engagement in health and safety initiatives.

Continual Improvement

We set objectives, track performance and continuously enhance our occupational health and safety performance through systematic review, innovation and stakeholder engagement.

Communication & Awareness

This policy will be communicated to all employees and will be also made available on the website of the company for reference for all stakeholders.

Review

This policy shall be reviewed annually or earlier as warranted for its suitability and updated as necessary.

S J Taparia

Executive Director

The Supreme Industries Limited

27th April, 2026