



HEALTH AND SAFETY POLICY

Tulsyane NEC Limited (hereinafter referred as "TNECL" or "Company") is committed to provide safe and healthy working environment for the prevention of work related injuries and ill-health. Safety is one of our core values. We strive to be a leader in safe work practices and safety excellence in a global power and energy business. In pursuit of this, we are committed to the following:

- Maintain and continually improve our management systems to eliminate hazards and reduce health & safety risks to all our stakeholders.
- Incorporate appropriate health & safety criteria into business decisions for selection of plant and technology, performance appraisal of individuals and appointments in key positions.
- Comply and endeavor to exceed all applicable health & safety legal and other requirements.
- Integrate health & safety procedures and best practices into every operational activity with assigned line-functional responsibilities at all levels.
- Involve our employees and business associates in maintaining a safe and healthy work environment through consultation and participation.
- Inculcate safety culture by visible leadership and empowerment.
- Ensure required competency to enable our employees and business associates for working safely.
- Promptly report incidents, investigate, share crucial learning and prevent recurrences.
- Influence our business associates in enhancing their health and safety standards and align with the TNECL's health & safety codes and practices.
- Set safety & health metrics as indicators of excellence, monitor progress and continually improved health and safety performance.
- Promote two-way communication with all stakeholders on safety & health matters.

We shall ensure the availability of appropriate resources at all times to fully implement and communicate this policy to all stakeholders and periodically review its relevance in continuously changing business environment.

* * *

This policy was approved by the Board of Directors on 21 June, 2023.