

Safety and Occupational Health Policy

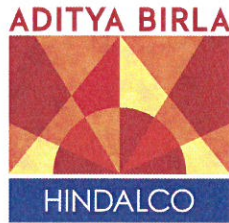
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*Placed before the Board of Directors at its meeting held on February 13, 2024, and reviewed/approved thereat.

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SAFETY AND OCCUPATIONAL HEALTH POLICY

We, at Hindalco Industries Limited, operating across the process chain from mining to semi-fabricated products in non-ferrous metals, value people as our most important resource and are committed to achieve excellence in Occupational Health and Safety (OHS) management at all locations. We shall take responsible actions in areas under our control and influence to ensure continual improvement in our OHS performance.

To achieve this, we shall:

- Comply with all applicable legal requirements and other requirements related to OHS across all our operating units.
- Make working safely as a condition of employment.
- Provide a healthy and safe work place by identifying, assessing and reducing health and safety related risks to as low as reasonably practicable level from process, machinery, infrastructure and human behaviour, for which we will adopt internationally accepted OHS management systems.
- Develop, sustain and improve safe and healthy work practices and standards to safeguard employees, contractors, community and assets.
- Consult the workforce directly or through their representatives on issues relating to their health and safety and the results of risk assessment.
- Promote and enhance OHS awareness and consciousness among all employees through training and development.
- Continually improve our OHS performance by setting up increasingly stringent objectives/targets.
- Adopt economically viable, safe and better technologies and best practices for ensuring and upgrading health and safety standards.
- Strengthen our systems and procedures for preventing and mitigating any potential emergency situations.
- Give due importance to individual's performance related to Occupational Health and Safety, while deciding on his/her career advancement.
- Work in partnership with regulatory authorities, relevant suppliers, contractors and all stakeholders, as applicable, to understand and initiate improvement actions.

This policy shall be made available to all employees, suppliers, customers, community and other stakeholders, as appropriate.