



HEALTH POLICY

As one of the world's leading carbon materials manufacturing companies, Birla Carbon and its affiliate companies create products that contribute to an enhanced standard of living for people throughout the world.

Birla Carbon recognizes that healthy and productive personnel are at the center of sustainable development and occupational health is an important means for social and economic productivity of people, companies, communities and nations. We are committed to the prevention of occupational diseases and the protection of health and well-being of our employees, contractor employees, agency staff, visitors, local communities and society at large.

Every Birla Carbon site shall endeavor to:

- Maintain positive compliance to applicable health regulations;
- Ensure access to basic occupational health services and provide competent and adequate resources including personal protective equipment;
- Identify process exposure & other occupational health hazards and assess & manage occupational health risks to as low as reasonably practicable;
- Proactively address occupational and community health issues during the planning phase of acquisitions, mergers and new projects;
- Pursue excellence through continual improvement of infrastructure and business processes, promote best work practices and innovations to minimize exposure hazards to health;
- Ensure adequate emergency response capability in case of medical emergency;
- Measure, monitor and benchmark of health surveillance, sickness, absenteeism, rehabilitation & recovery programs as required;
- Safeguard medical confidentiality and non-discrimination on the grounds of any physical, mental or medical condition; and
- Foster awareness through health education & training and health promotional activities.

Dale Clark

Chief Manufacturing Excellence Officer

Date: 01st August 2026