



SAFETY 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 a safe workplace and safety conscious personnel are the core of sustainable development. We are committed to continually improve safety practices, performance and protect our employees including contractors, business partners, service providers, visitors and society at large from any harm.

Every Birla Carbon site shall endeavor to:

- Work with the fundamental belief that all injuries and acute occupational illness can and must be prevented. Working safely is a condition of employment;
- Maintain positive compliance to work place safety regulations and Corporate Standards;
- Provide a safe work place by identifying, assessing, and reducing risks to as low as reasonably practicable from process, machinery, infrastructure and human behavior;
- Achieve continual improvement in our safety performance by setting objectives/targets, developing, deploying and maintaining standards and systems;
- Develop the will, knowledge and skill among employees, contractors and partners to demonstrate their involvement, responsiveness and accountability to achieve sound safety practices and performance;
- Continue to strengthen our systems and procedures for preventing and mitigating any potential safety risk;
- Continue, on a monthly basis, to measure, monitor and benchmark our safety practices and performance and publish a report for general communication;
- Conduct regular audit and take actions on audit findings & observations to ensure continued conformance to system requirements;
- Report and investigate all incidents for learning and to prevent reoccurrence.

A handwritten signature in blue ink, appearing to read "Dale Clark".

Dale Clark
Chief Manufacturing Excellence Officer

Date: 01st August 2026