


HEALTH, SAFETY & ENVIRONMENT (HSE) POLICY

At ESL Steel Limited, we reaffirm our commitment to the effective management of HSE in all our business practices.

ESL Steel Limited strive to:

- Prevent injury & ill health to employees and business partners by providing a safe and healthy work environment and by minimizing risks with occupational hazards by taking proactive measure and setting HSE objectives and targets.
- Comply with all the applicable local, regional, and national statutory and regulatory legal obligations along with industry best practices and standards pertaining to HSE.
- Drive HSE procedures and practices through implementation committees and sub committees which are directly led by Senior leaders of the Organisation who are responsible in achieving our objective of HSE& Sustainability.
- Building capability of business partners and employees by involving them in contribution of HSE journey and review the performances and plug the gap of development.
- Promote a positive culture within the organization through effective communication, participation and consultation with employees, business partners and associate interested parties in the workplace.
- Capture HSE KPIs of our business in the annual reports to reflect the efforts taken to enhance the health and safety of our workforce.
- Conduct health, safety and environment audits, risk assessments and other similar exercises periodically to identify and mitigate the risks at site.
- Enriching awareness, skill and competency of our employees, business partners and other interested parties at workplace including public through learning and development to enable them to denote their participation, responsibility and accountability to enhance HSE performance.
- Organizational Environment Responsibility including dealing proactively with climate change issues by conserving natural resources, promoting efficient use of raw materials, addressing water risks, minimizing pollution and GHG emissions, reducing impact on biodiversity, recycling and waste reduction, energy conservation and eliminating the use of single-use plastic by opting for sustainable alternatives across all operations.
- Ensuring to provide awareness to employees, Business Partners and Community about high-risk diseases. We ensure to provide care, support for treatment is made available to affected life without any non-discriminatory practices, assurance for continuity of jobs, help to improve the quality of life of those living affected with HIVAIDS.
- Engaging and collaboration with community and other stakeholders to appropriately address their concerns.

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