



SAFETY POLICY

Aditya Birla Group is a Global Conglomerate, a Purpose led and Values driven organisation. Integrity, Commitment, Passion, Seamlessness and Speed are the Group Values. Our Group Purpose is to "Enrich lives, by building dynamic and responsible businesses and institutions, that inspire trust." Our Group Purpose and values form the foundation for all actions and decisions within our business.

Century Enka Ltd. of Aditya Birla Group recognizes that safe workplace and safety conscious personnel are the core of sustainable operations. We are committed to continuously enhance operational safety procedures and performance as well as safeguarding the safety of all our employees including contractors, business partners, vendors, and visitors.

Applicability: This Policy shall apply to all both Bharuch and Pune Units of Century Enka Ltd. Business and shall be adopted by all sites and offices owned, controlled, and managed by Century Enka Ltd.

Oversight: The MD signing this Policy is accountable for the Policy and Unit Heads are responsible for implementing the policy at their respective sites.

Century Enka Ltd. is committed to Zero Harm to all its employees, contractors and other stakeholders. Towards this we will:

- Maintain positive legal compliance to workplace safety regulations and other requirements
- Work with the fundamental belief that all injuries and acute occupational illness can and must be prevented.
- Provide a safe workplace by identifying, assessing, and reducing risks to as low as reasonably practicable (ALARP) 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 / partners to demonstrate their involvement, responsiveness and accountability to achieve sound safety practices and performance.
- Consult with and ensure the participation of employees and, where they exist, worker's representatives, in the development of safety policy, objectives and the wider safety management system.
- Continue to strengthen our systems and procedures for preventing and mitigating any potential emergency situations.
- Continue to measure, monitor and benchmark our safety practices and performance.
- 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.
- Communicate this Policy within the Organisation. Develop and follow an appropriate



communication framework to engage with internal and external stakeholders and wider communities to broaden our understanding of safety challenges.

This policy will be reviewed periodically for its suitability and updated as necessary.

Suresh Sodani

Suresh Sodani

MD – Century Enka Ltd.

Date: 12/05/2025