

Bharat Aluminium Company Limited (BALCO)

HSE&S

POLICY No: BALCO/POLICY/01

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At BALCO, we are committed to achieving excellence in Occupational Health, Safety, Environment & Sustainability (HSE&S) management.

The policy applies to BALCO operations and managed sites, including new acquisitions, corporate offices and research facilities and to all new and existing employees and contractor employees, business partners suppliers and consultants who should be required to comply with the policy when they act on behalf of BALCO. This Policy is applicable to the entire operational lifecycle (including exploration and planning, evaluation, operation, and closure) as well as applicable to downstream operations (including distribution, logistics, and sale of products & services up to the customer).

BALCO will:

- Comply with applicable national, regional, and local HSE regulations and statutory obligations, in the absence (or lack) of appropriate legislation, industry best practices and applicable international standards will be used;
- Develop, implement, and improve HSE management systems, with our commitments and beliefs and consistent with world-class standards;
- Set targets and objectives to avoid, reduce or mitigate HSE related impacts on people and planet;
- Continuously monitor performance, identify, prioritize, assess and take actions to mitigate HSE risks and opportunities;
- Drive continuous HSE improvement through setting and reviewing targets using appropriate best available practices and providing all employees with appropriate training to understand the impacts of their work activities on the environment;
- Promote a positive HSE culture through effective communication, participation and consultation with employees and business partners;
- Communicate with all our stakeholders on the progress and performance of Health, Safety, Environment and Sustainability management;
- Prevent injury and ill-health to employees and business partners by eliminating hazards and providing a safe and healthy work environment and minimizing the risks associated with occupational hazards;
- Drive positive healthcare outcomes for our employees, business partners and the local community;
- Implement regular health surveillance and risk-based exposure monitoring of employees and ensure the participation and consultation of workers, and their representatives (when applicable) in the decision-making process for Occupational Health and Safety matters;
- Conserve natural resources by adopting environment-friendly and energy-efficient technologies and through process improvements;
- Commit to take responsibility when conducting our business by integrating environmental, social and governance (ESG) factors into our operational processes;
- Manage waste from our operations and adopt the principles of waste avoidance, reuse, recycling and beneficial utilization to minimize discharge and disposal to the environment;
- Consistently assess our climate-related risk, manage our emissions, take appropriate mitigation and adaptation measures and communicate our climate strategy to our stakeholders;
- Ensure that all tailings storage facilities are designed, constructed, operated and closed in compliance with all applicable laws and regulations and in alignment with accepted international practice;
- Work with employees and local community representatives to educate them on the nature of our impacts, how we manage them, our environmental obligations, and our performance;
- Raise awareness and train employees, business partners, suppliers and other stakeholders to adopt principles and practices in alignment with our policies.

Business leaders will be held accountable for HSE&S performance and line managers are responsible for the full implementation of the HSE&S related standards. We will measure and report performance on a periodic basis to ensure on-going management of health, safety, and environment including the sharing of good practices throughout the organization. The content and implementation of this policy will be reviewed periodically.