

EXIDE ENERGY SOLUTIONS LIMITED

ENVIRONMENT, HEALTH AND SAFETY POLICY

1. INTENTION AND COMMITMENT

- 1.1 Exide Energy Solutions Limited (**Company**) is an unlisted public company and a wholly owned subsidiary of Exide Industries Limited (**EIL**), a public listed company. The Company is committed to conducting its business in a manner that protects the environment, health and safety of its employee, stakeholders, and the communities in which the Company operates. In this regard, the Company is committed to adopting high standards of Environmental, Health and Safety (**EHS**) performance.
- 1.2 In light of the above, the Company has formulated and adopted this Environment, Health and Safety Policy (**Policy**) for indicating the guidelines and measures to ensure a safe and healthy working environment at its facilities. This Policy outlines the Company's commitment to achieving its EHS objectives and goals through proactive measures, advanced technical solutions, ensuring compliance with applicable statutory requirements and continuous improvement of working conditions.

2. ORGANISATIONAL SET-UP, RESPONSIBLE PARTIES AT DIFFERENT ORGANISATION LEVELS: RESPONSIBILITY, ACCOUNTABILITY, SUPPORT, INFORMATION & CONSULT (RASIC)

Task	Responsibility	Accountability	Support	Consulted	Informed
Policy Development (Plan)	EHS	Sr. Leadership	Department Heads / Line Manager	Legal, HR and Department Heads	All employees and stakeholders
Communication of Policy (Do)	EHS	Department Heads / Line Manager	HR, Training Team	Sr. Leadership	All Employees and Stake holders
Implementation of Policy Elements (Do)	EHS	Department Heads / Line Manager	HR, Training Team	Sr. Leadership	All Employees and Stake holders
Audit & Compliance Check (Check)	Internal Auditors	EHS	Department Heads / Line Manager	Sr. Leadership	All Employees and Stake holders
Policy Review and update (Act)	EHS	Sr. Leadership	Department Head / Line Manager	Legal / HR	All Employees and Stake holders

3. COMPLIANCE AND STANDARDS

The Company should conduct its business in accordance with all applicable EHS laws, rules, guidelines, policies, and pertinent external international standards.

4. MEASURES FOR EFFECTIVE IMPLEMENTATION OF THE POLICY:

4.1 For effective implementation of this Policy, the Company undertakes to do the following on a periodic basis:

- (a) endeavour to make its environmental, health, and safety commitments an integral part of the design of its products, processes, and services, as well as the lifecycle management of its products;
- (b) develop, maintain and constantly improve work practices and standards to protect the environment, employees, contractors, and the community at large through regular consultation and participation of all stakeholders;
- (c) endeavour to minimise its environmental impact and carbon footprint by optimising energy consumption, conserving natural resources including water, and focus on renewable resources, through implementing a sustainable green initiative;
- (d) minimize waste and promoting a circular economy in all business operations of the Company. The Company recognizes that waste reduction and resource conservation are critical to protecting the environment, improving its bottom line, and meeting the needs of its stakeholders;
- (e) provide information, instructions, awareness, training, and supervision to employees, and all stakeholders for them to manage their EHS risks effectively and efficiently;
- (f) identify all EHS hazards and concerns before initiation of work and take action to monitor, manage and reduce those risks to acceptable level through a structured process of risk mitigation and management;
- (g) provide adequate resources, support, and integrate EHS requirements into all activities and decisions to improve the Company's EHS performance;
- (h) set EHS goals and periodically monitoring and reviewing the EHS management systems implemented and working conditions by the Company for continuous improvement; and
- (i) provide every employee the authority to halt any work mandated by the Company which they feel poses a risk to themselves and other co-workers, the public at large or the environment.

5. REVISION OF THE POLICY

5.1 This Policy may be revised appropriately under the following conditions:

- (a) whenever any expansion or modification having implication on safety and health of persons at work is made; or
- (b) whenever new substances or articles are introduced in the manufacturing process, having implication in the health and safety of all persons exposed to such substances; or
- (c) whenever there is a change in occupier or leadership.

5.2 Further to the reasons set out in para 5.1 above, the board of directors of the Company reserves the right to revise this Policy in alignment with business requirements, developments in law and regulations and such other considerations as it may deem appropriate.

6. COMMUNICATION OF THE POLICY

6.1 This Policy should be communicated to all employees, directors, contractors, and other stakeholders of the Company to ensure their commitment to the Company's EHS principles. Through collective effort, advanced solutions, and continuous improvement, the Company aims to achieve excellence in EHS performance, contributing to the Company's sustainable success.

7. INTERPRETATION

7.1 In any circumstance where the terms of this Policy differ from any existing or newly enacted law, rule, regulation or standard governing the Company, such law, rule, regulation or standard will take precedence over this Policy until such time as this Policy is changed to conform to the law, rule, regulation or standard.

8. EFFECTIVE DATE

8.1 This Policy is effective from 23.10.2024

Version Control

Version	Remarks	Date of approval by Board
1.0	Initial Version	23.10.2024