

HEALTH POLICY

Aditya Birla Group is a Global Conglomerate, a highly Purpose led and value driven organisation with Integrity, Commitment, Passion, Seamlessness, and Speed. 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. Business of Aditya Birla Group recognizes that healthy and productive personnel are at the centre of sustainable development and occupational health is an important means for social and economic productivity of people, company, communities and nations. We are committed to the prevention of occupational diseases and the protection of health and well-being of our employees, contractor employees, agency staff, visitors, local communities and society at large. Our business is spread across different geographies and is part of respective legal entities.

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

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

Every Century Enka Ltd. Business unit endeavour to achieve this by:

- Maintaining positive legal compliance to applicable health regulations and conform to the requirements in line with relevant standards
- Ensuring access to occupational health services and providing competent and adequate resources including personal protective equipment
- Identifying process exposure and other occupational health hazards and assessing and managing occupational health risks to as low as reasonably practicable at all facilities with participation of workers and/or their representatives
- Proactively addressing occupational and community health issues during the planning phase of acquisitions, mergers and new projects
- Ensuring adequate emergency response capability in case of medical emergency
- Measuring, monitoring and benchmarking of health surveillance, sickness, absenteeism, rehabilitation & recovery programmes as required
- Safeguarding medical confidentiality and non-discrimination on the grounds of any physical, mental or medical condition
- Undertake internal and third-party audits at regular intervals to assess health performance and conduct due diligence during mergers and acquisitions, new projects.
- 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 health priorities, their links to global issues and initiate actions on key health challenges.

This Policy shall be reviewed periodically for its suitability and updated as necessary.



Suresh Sodani

Managing Director

Date: 12/05/2025