



QUALITY, HEALTH, SAFETY AND ENVIRONMENT POLICY

Sembcorp Green Infra Private Limited (SGIPL) is committed to conducting the business of generation and supply of renewable power to customers with the highest quality and sustainability to protect our employees, contractors, assets, environment, and communities in which we operate.

In SGIPL, Quality, Health, Safety, and Environment (QHSE) is our core value and everyone's responsibility. Our goal in QHSE is zero harm and zero non-compliance. We integrate QHSE considerations into all our business operations, monitor QHSE performance, set targets to drive continual improvement, and communicate our performance to our stakeholders. We work with our contractors and external providers to ensure they comply with this policy.

To achieve this, we implement an integrated QHSE management system with the following strategies to guide all our efforts:

- Foster a culture of active collaboration to achieve an interdependent safety culture.
- Provide a safe and healthy work environment for the prevention of work-related injury, ill health, and wellbeing, and empower employees and stakeholders involved in its operations.
- Comply with all the HSE regulations and Sembcorp standards where we operate.
- Optimize the operational asset performance with periodic internal reviews and improve the results through tailored and innovative solutions and digital technologies for continuous improvements.
- Periodically assess and review risk and opportunity management to identify and mitigate any potential organizational and operational risks.
- Inculcate accountability among all the employees and external providers for the safe performance and quality of their work and set appropriate objectives and targets to continually improve QHSE performance.
- Communicate HSE risks and hazards to our employees, contractors, and visitors.
- Train and equip our employees and other involved parties with the necessary competencies and tools to deliver excellent HSE outcomes.
- Communicate, consult, and encourage the participation of employees and contractors on HSE matters.
- Share learnings from incidents to prevent recurrence and obtain feedback to drive continual improvement.
- Implement an emergency response plan to manage emergencies and mitigate impacts on people, property, and the environment.
- Respond swiftly to the crisis through a crisis management plan for business continuity and to secure the safety and health of our employees and contractors.
- Conduct our business in an environmentally responsible and sustainable manner and mitigate negative impacts on the natural environment, including those with high biodiversity value.

Everyone in SGIPL is empowered to observe, intervene, STOP the WORK, and report unsafe conditions and At-Risk behaviors before any harm can happen.

This Policy shall be widely communicated to all employees and interested parties, reviewed periodically, and amended when necessary.

Revision No: 3
05 June 2023

A. Nithyanand
CEO & Managing Director