

## **OCCUPATIONAL HEALTH SAFETY AND ENVIRONMENTAL POLICY**

V-Guard is committed to sustaining the occupational health, safety, and environmental systems in accordance with its operations, strategy, corporate philosophy and aligning with its ESG objectives.

V-Guard shall strive to continually improve its OHS&E performance through monitoring, periodic review and adopting industry best practices, procedures, and standards. To accomplish this,

V-Guard shall:

- Prevent all occupational hazards, risks, injuries, and illnesses, and nurture the overall well-being of its employees through effective implementation of control measures.
- Comply with all relevant legal and statutory requirements that apply to the organization.
- Control all types of wastes and pollutants within applicable environmental standard limits and optimize resource utilization through recovery, reduce, reuse, and recycle.
- Conduct and review periodic workplace risk assessments to identify additional measures needed to control impact to the environment and protect health & safety of all personnel.
- Drive occupational, health, safety and environmental awareness programs and drills, and instill a culture of safety among workers and other interested parties through active participation, communication, and consultation.
- Measure and reduce organizational environmental footprint; promote social responsibility and maintain higher standards of governance.

V-Guard OHSE Policy is implemented through a comprehensive management review, involving all levels, and shall be consistently evaluated to enhance compliance with all requirements.

A handwritten signature in black ink, appearing to read "V Ramachandran", with a horizontal line underneath.

**V RAMACHANDRAN**

**COO and Occupier**

**Date: 08-01-2025, REV: 01**