

## Health, Safety, Environment & Sustainability Policy

**Document No: HSES/POL-01**

At Vedanta, we are committed to effective management of health, safety, and the environment as an integral part of our business. The health and safety of our employees and any other person who may be impacted by Vedanta's operations is of paramount importance and our aim is zero harm to people and minimal impact to the environment.

Vedanta will:

- comply with applicable national, regional, and local Health, Safety, and Environment (HSE) regulations and statutory obligations. In the absence (or lack) of appropriate legislation, industry best practices and standards will be used;
- prevent injury and ill-health to employees and business partners by providing a safe and healthy work environment and minimising the risks associated with occupational hazards;
- implement regular health surveillance and risk-based exposure monitoring of employees;
- avoid, reduce or mitigate impacts to the environment and neighbouring communities and where feasible improve and enhance environmental conditions;
- conserve natural resources by adopting environmentally-friendly and energy-efficient technologies and through process improvements;
- manage waste from our operations and adopt the principles of waste avoidance, reuse, recycling and beneficial utilisation to minimise 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;
- develop, implement, and maintain HSE&S management systems aligned with our commitments and beliefs and consistent with world-class standards;
- drive continuous HSE&S improvement through setting and reviewing targets using appropriate best available practices and providing all employees with appropriate training;
- promote a positive HSE&S culture through effective communication, participation and consultation with employees and business partners;
- influence our business partners and suppliers to adopt principles and practices in alignment with our policies;
- communicate with all our stakeholders on the progress and performance of HSE&S management.

This policy is part of the Vedanta Sustainability Framework and each Vedanta business shall implement this policy and its related technical and performance standards. Business leaders will be held accountable for HSE&S performance and line managers are responsible for the full implementation of the related HSE&S 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 Vedanta organization. The content and implementation of this policy will be reviewed periodically.

Date: 1<sup>st</sup> January 2020