

VEDANTA COPPER

Health and Safety Policy

Purpose:

Vedanta Copper is committed to achieving excellence in Health and Safety (H&S) management. Our aim is to minimize both the physical and psychosocial health and safety impacts by proactively identifying, eliminating, and mitigating unsafe conditions across all operational and non – operational areas. We strive to foster a culture where both physical well-being and mental wellness are foundational values.

Scope:

This policy is applicable to all Vedanta Copper business units, including subsidiaries, joint ventures, and acquisitions, managed sites, licensees, outsourcing partners, corporate offices, and research facilities. This policy is also applicable to all Vedanta Copper employees, contractor employees, business partners, suppliers, and others with whom Vedanta Copper Silvassa does business.

In addition, this policy is applicable throughout the operational lifecycle of the projects covering stages from planning, design, commissioning, operation, modification and decommissioning. Furthermore, it extends to activities in our upstream and downstream value chain, limited to distribution, logistics, and sale of products and services to the customer. It also encompasses all dimensions of health and safety, including physical safety, occupational health, and psychosocial wellbeing across our workplaces.

Objectives of the Human Rights Policy:

Vedanta Copper will strive to:

1. Comply with applicable national, regional, and local H&S regulations and statutory obligations as well industry best practices. In the absence (or lack) of appropriate legislation, industry best practices and applicable international standards will be used.
2. Develop, implement, and improve health and safety management systems that address both physical and psychosocial safety risks with our commitments and values and are consistent with world class standards.
3. Set targets and objectives to avoid, reduce or mitigate H&S related impacts on people.
4. Prevent injury and ill-health to employees and business partners by eliminating physical and psychosocial hazards and providing a safe and healthy work environment and minimizing the risks associated with occupational hazards.
5. Implement regular health surveillance and risk-based exposure monitoring of employees and contractor workers.
6. Incorporate appropriate H&S criteria for all business decisions including the planning, operationalization, and closure of the projects.
7. Conduct regular H&S review of the projects (including for mergers & acquisitions) to identify, prioritize, assess, and take effective actions for mitigating the potential H&S risks.

8. Drive continuous H&S improvement through setting and reviewing targets using appropriate best available practices and technology.
9. Review performance against the policy on a periodic basis to ensure management of health & safety as per our objectives including the sharing of good practices throughout the organization and stakeholders.
10. Ensure training for all employees training to emphasize the importance of maintaining a safe and healthy workplace.
11. Promote a positive H&S culture through effective communication, participation and consultation with employees and business partners.
12. Establish processes of consultation and ensure participation of workers, and their representatives (when applicable) in the decision-making process for H&S matters.
13. Promote awareness of business partners, suppliers, and other stakeholders on the adoption of practices in alignment with our policies, thereby fostering a collective commitment to health and safety.
14. Drive positive healthcare outcomes for our employees, business partners and the local community.
15. Communicate to all our stakeholders on the progress and performance of H&S management.
16. Provide information and education programs on high-risk diseases including HIV/ AIDS for all employees and contractor employees.
17. Ensure prevalence of diseases such as HIV/AIDS in any of our workforce, do not affect employment, employee rights, development opportunities, benefits, or access to sick leaves. We also commit to elimination of stigma and discrimination associated with these diseases through non-discriminatory policies, practices and relevant awareness and outreach programs for our workforce, their families, and the community.

Responsibility & Review:

This Policy forms part of the Vedanta Sustainability Framework and shall be implemented by all Vedanta Copper businesses. The CEO, Vedanta Copper, shall be accountable for the approval and oversight of the Policy. The respective business unit heads shall be responsible for its implementation within their areas of control, supported by the business-unit HSE & Sustainability Heads. The business-unit HSE & Sustainability Heads shall coordinate an annual review of the Policy and recommend necessary revisions to the CEO for approval.

Date: 01 July 2026



Puneet Khurana
CEO - Vedanta Copper