PROUD TO BE INDIAN
PRIVILEGED TO BE GLOBAL

SHE POLICY
HEG GRAPHITE LIMITED

BACKGROUND

The management of HEG Graphite Limited striving for excellence in all we do, recognizes the impact that our activities may have on people and the environment.

Safety, health and protection of the environment will form an integral part of our planning and decision making. We will manage our company, wherever we do business, in an ethical way that strikes an appropriate and well-reasoned balance between economic, social and environmental needs.

OBJECTIVE

As one of India's leading graphite manufacturers, we are committed to the protection of our employees, customers, contractors, the environment and the communities in which we operate.

Providing a safe and healthy working environment and achieving an injury and illness-free workplace. While safety is everyone's prime responsibility, senior leaders demonstrate visible commitment through their behaviors. Leadership will be held responsible & accountable for these safety behaviors.

POLICY

We are committed to provide a safe, healthy, and hygienic work environment for all our employees, contractors, customers, and visitors at our premises. We also extend our commitment across our value chain through our partners and suppliers.

To achieve this, we shall work towards:

- Introduce sound safety, health, and environment management practices.
- Conduct our business responsibly through adoption of safer, healthier, cleaner, and energy-efficient technologies.
- Comply with all the applicable legal and other requirements, related to safety, health and environment.
- Continually improve our safety, health and environmental performance by developing effective control of our operations.
- Recognize Health and Safety as an integral part of its operations. Promote "Zero Harm" in all its operations.
- Provide effective training to workers, colleagues, contractors, suppliers, and vendors to help them develop their skills and competences and work safely.
- Investigate the accidents to identify root causes and introduce corrective and preventive measures.
- Generate a high degree of awareness by conducting assurance programmes amongst all the interested parties.
- Consultation and participation of workers for improvement in OH & S (Occupational health and safety) performance.
- Set Health and Safety metrics as indicators of safety excellence journey, monitor progress and continually improve performance.

NON-COMPLIANCE

Non-compliance of the relevant provisions of the Act, read together with the Rules and the Regulations, will attract penal provisions as per the respective laws.

Date of approval of the Board: - August 10, 2026