Health and Safety Policy

Version 1.0

Approval and Effectiveness:

This Policy was reviewed and approved by the Board of Directors of Saatvik Green Energy Limited during its meeting held on 11th December 2025. The Policy is effective from the same date and shall remain in force until amended or replaced by the Board/ ESG Council of Saatvik.

1. Prologue

The Saatvik Group ("**Saatvik**") is committed to ensuring the safety, health, and well-being of its employees and all individuals who may be affected by its operations. Protecting people is fundamental to Saatvik's values and to sustainable business success.

We strive to embed a Zero Harm culture by integrating safety into every aspect of our work, preventing injury and illness, and fostering shared responsibility across all levels of the organisation.

2. Objective

This Policy aims to:

2.1 Protect people by preventing work-related injuries, illnesses, and unsafe acts through proactive risk management.

2.2 Comply with all applicable statutory and regulatory requirements on Quality, Environment, Health and Safety through the Integrated Management System (IMS) aligned with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018.

2.3 Foster wellbeing and a culture of care through leadership commitment and employee engagement.

2.4 Pursue continual improvement in safety performance through monitoring and evaluation.

3. Scope of the Policy

This Policy, titled "Health and Safety Policy" ("**Policy**"), is applicable across operations of Saatvik Green Energy Limited and its subsidiaries (collectively referred to as the "Saatvik Group" or "Saatvik").

The Policy applies to all employees (including directors, officers, permanent staff, trainees, probationers, and temporary workers), as well as contractors, suppliers, agents, business partners, and any other third parties representing Saatvik directly or indirectly.

4. Policy Commitments

Saatvik is committed to:

4.1 Embedding health and safety into every aspect of business operations, ensuring it is integral to planning, execution, and decision-making.

4.2 Providing safe and healthy working environments by identifying hazards, implementing controls, and supplying appropriate PPE.

4.3 Enhancing competence and participation through structured training, communication, and feedback mechanisms.

4.4 Supporting holistic wellbeing via regular health check-ups and awareness programs.

4.5 Maintaining emergency preparedness with trained response teams, periodic drills, and coordination with relevant authorities.

4.6 Reviewing and improving performance through audits, corrective actions, and the adoption of industry best practices.

5. Health and Safety Risk Management

Saatvik shall identify, assess, and control workplace hazards to prevent injury and ill-health. The company maintains a structured risk management framework that includes:

5.1 **Hazard Identification and Assessment:** Saatvik shall conduct periodic formal Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA) through workplace inspections, incident analyses, and Safety Committee consultations.

5.2 **Control Implementation:** Saatvik shall regularly inspect and maintain all equipment, machinery, and vehicles to ensure safe operation and compliance with applicable standards. Preventive and protective measures shall follow the hierarchy of elimination, substitution, engineering, administrative, and personal protective equipment (PPE) controls. These include removal of unsafe tools, substitution of safer chemicals, strengthening of Standard Operating Procedures (SOPs), and provision of appropriate PPE such as flame-resistant clothing and cut-resistant gloves.

5.3 **Periodic Review:** Risk registers and control measures shall be reviewed at least once every year or following major operational changes. Their effectiveness shall be evaluated through incident investigations, root cause analyses, and performance monitoring using defined KPIs such as near misses and incident frequency rates. Corrective and Preventive Actions (CAPA) shall be implemented and tracked to closure, and the insights gained shall be incorporated into management reviews to strengthen Operational Health and Safety (OHS) practices and maintain compliance with evolving regulations.

6. Emergency Preparedness and Response

Saatvik shall establish and maintain comprehensive emergency preparedness plans to minimize potential harm during unexpected events. Each site shall:

6.1 Maintain trained Emergency Response Teams (ERTs) equipped to manage fire, medical, and other crises.

6.2 Conduct mock drills and evacuation exercises at least twice annually.

6.3 Coordinate with local emergency services, fire authorities, and hospitals to strengthen community-level readiness.

Workers shall have the right to refuse unsafe work in accordance with Saatvik's Incident Management Standard Operating Procedure. Such refusal shall be free from any form of reprisal or discrimination under the company's grievance and non-retaliation policies.

7. Training and Awareness

Saatvik shall ensure that all employees and contractual workers are competent to perform their work safely. Training needs shall be identified through risk assessments, audits, and incident investigations. Induction, daily toolbox talks, and quarterly safety trainings shall be conducted in Hindi and local languages by qualified EHS professionals and external experts. Programs shall cover fire and electrical safety, chemical handling, PPE usage, working at heights, machine safety, emergency response, first aid, and incident reporting. Participation shall be mandatory, free of cost, and conducted during paid working hours. Training effectiveness shall be evaluated through periodic drills and on-the-job performance monitoring.

8. Workforce Health and Well-Being

Saatvik is committed to safeguarding the physical, mental, and emotional wellbeing of all persons working within or on behalf of the company.

Occupational health services form part of the Integrated Management System and include health check-ups conducted during employee and worker onboarding, as well as periodic medical examinations thereafter, workplace hygiene monitoring, and medical support during emergencies. Qualified medical practitioners conduct these services, and all health data is stored securely and accessed only by authorized personnel in accordance with statutory requirements.

Participation in medical examinations shall remain voluntary. Results shall be treated as confidential and used solely for fitness-for-duty certification. No worker shall be discriminated against based on medical status, and equal treatment shall be maintained for all employees and contractual staff.

Saatvik shall facilitate voluntary health-promotion programs such as health camps, lifestyle awareness sessions, mental well-being programs, and tie-ups with local healthcare providers, covering both occupational and non-occupational well-being.

9. Grievance Redressal and Corrective Action Plan

Saatvik shall maintain an open, transparent, and responsive mechanism for reporting health and safety concerns, incidents, and near-misses. All employees, workers, contractors, and visitors are encouraged to report unsafe acts or conditions through safety@saatvikgroup.com.

Reports may also be made anonymously or with disclosure through Saatvik's Whistleblower and Grievance Mechanism, as disclosed in our Whistleblower Policy, that is available on Saatvik's website. Saatvik shall ensure that every concern raised is acknowledged, addressed, and documented in a fair and transparent manner.

In addition to email-based reporting mechanisms, workers shall have the option to directly report unsafe conditions to their respective line in-charge or safety officer. The contact details of designated safety personnel shall be prominently displayed on shop-floor notice boards to ensure accessibility. Saatvik shall implement a Reward and Recognition Program to encourage proactive identification and reporting of hazards and near-misses, thereby strengthening a culture of transparency, accountability, and continuous improvement in workplace safety.

Every reported case shall be acknowledged within 48 hours and investigated within 10 working days to identify the root cause and establish corrective and preventive actions. The EHS Department shall verify implementation and closure of all actions within 30 days, unless otherwise specified for complex cases. Key findings shall be shared across departments to promote organizational learning and continuous improvement.

10. Product and Customer Health and Safety

Saatvik ensures that its products and services are designed, manufactured, and delivered with the highest safety standards.

10.1 All solar modules are tested and certified per BIS, IEC, and other global safety standards.

10.2 Installation manuals include clear handling and electrical safety instructions.

10.3 Customer feedback on safety or product performance is reviewed periodically.

11. Quantitative Commitments

Saatvik shall measure its performance against defined objectives and targets, including:

11.1 A 20% reduction in lost time injury frequency rate (LTIFR) by FY 2028 compared with the FY 2025 level.

11.2 No more than one lost-time incident per 200,000 working hours.

11.3 Biannual safety audits at all operational facilities.

11.4 100% employee and contractor participation in annual health and safety training by FY 2028.

11.5 A 20% reduction in product-safety-related warranty complaints by FY 2028 compared with the FY 2025 level.

12. Roles and Responsibilities

Saatvik's Executive Management shall provide leadership and resources to ensure effective implementation of this Policy. Heads of Departments shall integrate safety into daily operations and decision-making. The EHS Department shall manage training, audits, and compliance with statutory and organizational requirements. All employees and contractors shall adhere to safety procedures, use prescribed PPE, and report

unsafe acts or conditions. Saatvik shall maintain competent EHS professionals across all sites to monitor and continually improve the Health & Safety Management System.

13. Continual Improvement

Continual improvement under Saatvik's Integrated Management System shall be achieved through internal and external audits, management reviews, proactive monitoring of unsafe acts and conditions, and active worker participation. Findings from incident investigations, risk assessments, and audit outcomes shall be reviewed by management and the Safety Committees to enhance the effectiveness of occupational health and safety practices and ensure alignment with emerging national and international regulations.

14. Worker Participation and Consultation

Formal Health and Safety Committees are established at each plant, comprising representatives from management, supervisors, and workers, including contractual staff. These Committees shall meet at least quarterly and as required following significant incidents to review safety performance, identify hazards, and recommend corrective measures. Proceedings of all meetings shall be recorded, communicated to relevant personnel, and monitored for timely implementation. Saatvik shall protect all Committee members and participants from any form of reprisal and shall ensure that all suggestions or concerns raised by workers are acknowledged, reviewed, and acted upon wherever feasible.

15. Review and Amendments

This Policy shall be reviewed annually, or in the event of significant regulatory or operational changes, to ensure its continued alignment with best practices, stakeholder expectations, and legal requirements. Any amendments to this Policy shall be made in writing and will become effective upon approval of the ESG Council of Saatvik.

Disclaimer:

This Policy supersedes all previous policies or practices in Saatvik. The EHS Department of Saatvik is the final authority in interpreting and deploying the clauses, rules, and procedures mentioned in the Policy. Saatvik reserves the right to modify the Policy from time to time.