



GRAPHITE INDIA LIMITED

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Occupational Health and Safety Policy

1. PURPOSE

Graphite India Limited (hereafter referred to as “GIL” or “the Company”) understands that a safe workplace, safety conscious personnel are the core of sustainable development. As a leading manufacturer of graphite electrodes and related carbon products, GIL operates complex industrial facilities involving high-temperature furnaces, handling of petroleum coke and coal tar pitch, heavy machinery, electrical systems, material handling equipment, hazardous substances, and large-scale manufacturing processes. Recognizing the inherent risks associated with such operations, the Company is committed to implementing robust occupational health and safety practices to:

- Prevent work-related injuries, illnesses, accidents, and unsafe situations.
- Comply with all applicable health, safety, fire safety, and factory legislations.
- Foster a strong safety culture based on accountability, awareness, and shared responsibility.
- Continually improve our OHS performance in alignment with recognized national and international standards.

2. SCOPE & APPLICABILITY

This Policy applies to:

- All GIL facilities including manufacturing plants, processing units, warehouses, project sites, offices and other operational locations.
- All employees, workers, trainees, contract labour, contractors, visitors, suppliers, service providers and other stakeholders engaged in GIL operations.

3. OBJECTIVES

GIL recognizes that the well-being of its workforce is fundamental to sustainable business performance and operational excellence. To protect the health and safety of workforce GIL will:

- Work with fundamental belief that all work-related injuries and ill health can and must be prevented.
- Develop, implement, and continually improve health and safety management systems that address both physical and psychological risks, consistent with recognized global standards.
- Provide resources, facilities and other organizational set up for developing, practicing and maintenance of safe & healthy working conditions environment, throughout the plant with clear responsibilities attached to various levels.
- Set objectives/targets and measure the progress and periodically review objectives/targets to ensure continual improvement in our safety performance.



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- Comply with applicable national, regional, and local health and safety laws, regulations, statutory requirements, and industry best practices. In the absence of specific legislation, relevant international standards will be applied.
- Provide a safe working place by identifying, assessing and reducing risks to as low as reasonably practical by maintaining safe plant infrastructure, equipment, and operating systems, including furnace safety systems, dust control systems, ventilation, lifting equipment, electrical safeguards, fire protection systems, spill containment and emergency preparedness arrangements.
- Ensure the availability and proper use of Personal Protective Equipment (PPE) such as helmets, safety shoes, gloves, eye protection, respirators, hearing protection, and specialized protective gear wherever required.
- Conduct periodic medical examinations and health surveillance for employees and workers to ensure early detection and prevention of work-related illnesses.
- Commit to eliminating hazards and reducing OH&S risks by demonstrating engineering and administrative controls including training, substitute with less hazardous processes, operations, materials or equipment and by using adequate personal protective equipment.
- Commit to consult and ensure participation of workers and their representatives.
- Create a culture of inculcating and practicing OH&S systems and procedures amongst all stake holders through effective communications and training to enhance OH&S performance.
- Continue to strengthen our systems and procedures for preventing and mitigating any potential emergency situations.
- Document, communicate the policy within organization and making it available for interested parties as appropriate.
- Encourage suppliers, contractors and other partners to adopt health and safety practices aligned with GIL's standards.
- Communicate health and safety performance and initiatives to relevant stakeholders as appropriate.

4. INCIDENT REPORTING, GRIEVANCE REDRESSAL AND CONSULTATION

GIL encourages prompt reporting of unsafe conditions, near misses, accidents, occupational illnesses, and health or safety concerns by employees, contractors, and other stakeholders. All incidents and concerns shall be reported through designated internal channels and will be investigated in a timely manner to identify root causes and implement corrective and preventive actions.

The Company maintains mechanisms for workers to raise health and safety complaints or suggestions without fear of retaliation. Concerns may be reported through supervisors, safety officers, designated committees or through formal channels defined under the Company's Grievance Redressal Policy or Whistleblower Policy.



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GIL is committed to ensuring that individuals who report concerns in good faith are treated fairly and protected from victimization. Workers will be consulted and involved in hazard identification, risk assessments, safety programs, and corrective actions to promote a proactive safety culture.

Lessons learned from incidents and feedback will be communicated across relevant functions to prevent recurrence and drive continual improvement in occupational health and safety performance.

5. GOVERNANCE

This Policy is approved by the Executive Director of GIL. The Operations Team and Safety Officer of the respective sites shall be responsible for the implementation of this Policy. The Policy shall be displayed prominently at all facilities and communicated during induction and training programs. It will be accessible to employees, contractors, suppliers, and other relevant stakeholders, and may form part of the Company's regulatory and sustainability disclosures where applicable. The Policy will be reviewed periodically, or earlier if required, in response to organizational, technological, or regulatory changes, and communicated across all GIL locations.

DATE: 18.11.2025

A. DIXIT

EXECUTIVE DIRECTOR