HEALTH & SAFETY POLICY

This Policy is based on Health Policy and Safety Policy of Advanced Materials Business of Aditya Birla Group.

Aditya Birla Group is a Global Conglomerate, a highly Purpose led and value driven organisation with Integrity, Commitment, Passion, Seamlessness, and Speed. Our Group Purpose is to "Enrich lives, by building dynamic and responsible businesses and institutions, that inspire trust. Our Group Purpose and values form the foundation for all actions and decisions within our business.

This policy applies to all employees, contractors, and visitors at CTP Advanced Materials GmbH. While implementation is focused internally, we encourage our suppliers and business partners to align with our health and safety principles and practices, especially where their activities intersect with our operations or safety-related goals

CTP Advanced Materials GmbH as part of Advanced Materials Business of Aditya Birla Group recognizes that a safe workplace and healthy and productive personnel are at the centre of sustainable development. Occupational health is an important means for social and economic productivity of people, company, communities and nations. We are committed to the prevention of occupational diseases and the protection of health and well-being of our employees, contractor employees, agency staff, visitors, local communities and society at large.

We endeavour to achieve this by:

- Maintain positive legal compliance to applicable health and safety regulations and conform to the requirements in line with relevant standards.

  CTP Advanced Materials GmbH is in the process of obtaining ISO 45001 certification. This policy is aligned with the requirements of ISO 45001 and will be updated accordingly upon certification.

- Ensuring access to occupational health services and providing competent and adequate resources including personal protective equipment.

- Identifying process exposure and other occupational health hazards and assessing and managing occupational health risks to as low as reasonably practicable at all facilities with participation of workers and/or their representatives.

- Proactively addressing occupational and community health issues during the planning phase of acquisitions, mergers and new projects.

- Pursuing excellence through continual improvement of infrastructure and business processes, promoting best work practices and innovations to minimize exposure hazards to health.

- Ensuring adequate emergency response capability in case of medical emergency.

- Measuring, monitoring and benchmarking of health surveillance, sickness, absenteeism, rehabilitation & recovery programmes as required.

- Safeguarding medical confidentiality and non-discrimination on the grounds of any physical, mental or medical condition.

To continuously improve operational safety procedures and performance, and to ensure the safety of all our employees including contractors, business partners, vendors, and visitors we continue to:

- Work with the fundamental belief that all injuries and acute occupational illness can and must be prevented.

- Provide a safe workplace by identifying, assessing, and reducing risks to as low as reasonably practicable (ALARP) from process, machinery, infrastructure and human behavior.

- Achieve continual improvement in our safety performance by setting objectives/targets, developing, deploying and maintaining standards and systems.

- Continue to strengthen our systems and procedures for preventing and mitigating any potential emergency situations.
- Continue to measure, monitor and benchmark our safety practices and performance.

We know that the quality of a workplace is determined by the quality of its employees. Qualification, information and motivation for all employees are fundamental to the success of the company.

- Consult with and ensure the participation of employees and, where they exist, worker's representatives, in the development of safety policy, objectives and the wider safety management system.
- Develop the will, knowledge and skill among employees / contractors / partners to demonstrate their involvement, responsiveness and accountability to achieve sound safety practices and performance.
- Undertake internal and third-party audits at regular intervals to assess health and safety performance and conduct due diligence during mergers and acquisitions, new projects.
- Report and investigate all incidents for learning and to prevent reoccurrence.

We communicate this policy within the organization through a structured internal communication framework. This includes:

- Making the policy available on the company intranet and external homepage
- Providing policy training to all employees as part of onboarding and regular awareness sessions
- Engaging internal stakeholders through updates and discussions to ensure understanding and alignment with our health and safety goals
- Collaborating with external stakeholders and communities to deepen understanding of health priorities and support related initiatives

Measurable Commitments and Targets

- Zero Category 4 & 5 Incidents
  - Achieve zero Category 4 & 5 incidents by ensuring all corrective actions are implemented and by continuously improving physical safety measures in high-risk areas.

- Reduce the Lost Time Injury Frequency Rate (LTIFR) to 0 through improved incident prevention, safety training, and near-miss reporting.

- Zero Unsafe Acts

  Eliminate unsafe acts by daily safety walks and ensuring 100% of employees complete mandatory safety training annually as well as implementing a digital behavior observation system.

- Zero Unsafe Conditions

  Achieve zero unsafe conditions by conducting daily safety walks and addressing 100% of reported hazards within 48 hours.

- Ensure 100 % compliance with periodic health checks for employees in high-risk roles.

- Ensure 100% on-time completion of all scheduled preventive maintenance tasks for critical equipment.

This policy and its associated targets will be formally reviewed at least once every two years for its suitability and updated as necessary. Material topics are defined through internal stakeholder engagement and periodic materiality reviews. External input is considered when aligned with strategic environmental goals.

Responsibility for implementing this policy lies with all levels of the organization. Senior leadership provides direction and oversight, while department heads are accountable for integrating health and safety practices into their areas. All employees are expected to support the policy through their actions and decisions, contributing to a safe and healthy work environment.

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