



OCCUPATIONAL HEALTH AND SAFETY POLICY

Purpose and Scope

Gujarat Mineral Development Corporation Ltd (hereinafter referred to as 'GMDC' or 'the Company') believes that everyone has the right to a safe and healthy working environment. GMDC believes that accidents, injuries and ill health are preventable and industrial health hazards can be effectively controlled through foresight, relevant training, a proactive attitude and the use of appropriate equipment.

Applicability

This policy is applicable to all GMDC owned, controlled and managed sites and offices, including its joint ventures and associate entities. It covers all relevant stakeholders including employees, workers, customers and suppliers engaged in exploration, mining, beneficiation, power generation and infrastructure-related activities.

GMDC is committed to:

- Ensure compliance with all applicable laws, regulations and other requirements, including DGMS (Directorate general of mines safety) norms, national/ international standards, and industry best practices to achieve a 'Zero Injury' workplace.
- Provide a safe and healthy workplace by implementing a structured HIRA (Hazard Identification and Risk Assessment) process as part of a robust Safety Management System to proactively identify, assess, and manage health, safety and asset related risks and opportunities, with measurable targets for continuous improvement.
- Integrate Occupational Health and Safety provisions into mine planning and design and regularly update safety guidelines and checklists for operations & maintenance, mine development and power services to reflect evolving risks and regulations.
- Implement procedures for accident reporting, root cause analysis, and time bound corrective actions, while regularly update site-specific Emergency Response Plans (ERP) and conduct mock drills involving employees, contractors, and local authorities to ensure preparedness and effective response.
- Conduct internal and external audits and ensure multi-level monitoring through effective governance to safeguard and continuously enhance the safety management system.
- Foster a behaviour-based safety culture by integrating safety performance into employee career progression and incorporating safety criteria into supplier evaluation.
- Engage internal and external stakeholders to strengthen safety initiatives and ensure transparent communication of progress, challenges and outcomes while enhancing health and safety awareness through regular training, workshops and outreach to employees, contractors, and local communities.
- Review this policy at regular intervals to ensure it remains relevant and aligned with the organization's evolving goals and objectives.

Policy Number	Date	Approved by
GMDC/CS/2025-26/BRSR	25.07.2025	Managing Director, GMDC Ltd.