



Occupational Health and Safety Policy

Engineering the Future

Owner:	HR Department
Prepared by	Lavanya Vattaparambath (AVP – HR) Prashant Jacob (GM – Legal)
Approver	Naveen Yanduru, CEO
Policy Category	Global (Axiro Semiconductor Private Limited and its subsidiaries (“Axiro”))
Document Code	AXR-GBL-HR-PO-002
Document Classification	Public



Table of Content

1.	Our Vision	3
2.	Objective	3
3.	Applicability	3
4.	Our Commitments	4

1. Our Vision

At Axiro Semiconductor Private Limited and its subsidiaries (“AXIRO”/ “Company”), we are committed to the health, safety and welfare at work of its people, complying with applicable occupational health & safety related regulatory requirements, minimizing the risk of work related injuries and ill-health and establishing a framework for setting Occupational Health and Safety (OHS) objectives. We strive to be a leader in OHS excellence in the industry we cater to. This forward-looking policy establishes a clear vision related to Occupational Health and Safety practices for all entities within the group.

2. Objective

The objective of setting up this Policy is to provide a framework for AXIRO and its businesses to manage their Occupational health and Safety Practices. It outlines principles and goals for reducing health and safety related incidents, and promoting a safe and healthy work culture. By implementing an Occupational Health and Safety Policy, AXIRO aims to comply with regulations, minimize risks, and demonstrate their commitment towards creating a safe working environment. This Policy serves as a guide for decision-making and actions, ensuring that Health and Safety considerations are integrated into operations and strategies.

3. Applicability

This Policy applies universally across AXIRO, encompassing all subsidiaries, joint ventures, acquisitions, managed sites, licensees, outsourcing partners, corporate offices, and research facilities. It also applies on all AXIRO employees, workers, contractors, suppliers, and anyone else conducting business with AXIRO. Coverage extends throughout the entire lifecycle of our projects, from exploration and planning through evaluation, operation, and closure. Finally, this Policy addresses relevant activities within our upstream and downstream value

chain, specifically distribution, logistics, and the sale of products and services to customers.

4. Our Commitments

In pursuit of this, we are committed to:

- Comply with all applicable regulatory and other requirements related to OHS at all locations. In the absence (or lack) of appropriate legislation, industry best practices and applicable international standards will be used;
- Set targets and objectives to avoid, reduce or mitigate OHS related impacts;
- Prevent injury and ill-health to employees and workers by eliminating hazards and providing a safe and healthy work environment and minimizing the risks associated with occupational hazards;
- Implement regular health surveillance and risk-based exposure monitoring of employees and workers;
- Incorporate appropriate OHS criteria for all business decisions including the planning, operationalization, and closure of projects;
- Conduct regular OHS review of the projects to identify, prioritize, assess, and take effective actions for mitigating the potential OHS risks;
- Establish processes of consultation and ensure participation of workers, and their representatives (when applicable) in the decision-making process for OHS matters;
- Communicate to all our stakeholders on the progress and performance of OHS management;
- Ensure effective OHS Management System across all the locations;
- Minimize the use of chemicals with potential impact on human health and the

environment;

- Regular risk assessment of all the machines, vehicles, and safety equipment's to prevent operational hazard;
- Ensure communication and training on Occupation Health and Safety to all employees, workers, contractors and visitors to protect safety and health at work;
- Conduct internal as well as independent assessment of health and safety management systems at regular intervals;
- Set safety & health metrics as indicators of excellence, monitor progress and continually improve health and safety performance;
- Maintain a robust mechanism in place for recording and escalating the stakeholder's grievances / feedback that they may have;

Review and Revision History				
(This document is reviewed twelve months once during the month of November)				
#	VERSION No.	DATE(S)	REVIEW TEAM	COMMENTS
1	V1.0	15 th November 2025	HR	Initial Version