JUPALCO
THINK ALUMINIUM. THINK JUPALCO.

OCCUPATIONAL HEALTH, & SAFETY POLICY

At JUPALCO, we prioritize the health, safety, and well-being of our employees, contractors, partners, and communities. Our goal is zero harm, achieved through a proactive safety culture, leadership accountability, and continuous improvement. Through accountability, innovation and continuous improvement, we aim to uphold the highest standards of safety culture and align with best international frameworks and standards such as ISO, IFC, SDGs etc.

This policy applies to all employees, contractors, suppliers, visitors, and stakeholders across every JUPALCO site including manufacturing facilities, offices, and logistics networks and covers all operational phases from planning to distribution.

At JUPALCO, we are committed to achieving zero harm by:

- Ensure availability of resources and required infrastructure to achieve objectives & targets.
- Preventing all injuries and occupational illnesses through safe working conditions and proactive risk management.
- Requiring safety as a non-negotiable condition of employment and empowering everyone to stop unsafe work without fear.
- Complying with all legal requirements while striving to exceed them through industry best practices and global standards.
- Ensuring leaders demonstrate visible commitment and accountability, with safety performance linked to career progression.
- Systematically identifying hazards and reducing risks to As Low As Reasonably Practicable (ALARP).
- Engaging employees and their representatives in safety decisions, risk assessments, and policy improvements.
- Setting measurable objectives, auditing performance, and driving improvement through incident investigations.
- Providing regular safety training, awareness sessions, and transparent sharing of incidents, near-misses, and best practices to build a strong learning culture.
- Holding suppliers, contractors, and partners to the same high safety standards we uphold.
- Maintaining robust emergency preparedness systems for prevention, mitigation, and response.
- Ensure transparent reporting and monitoring of safety performance within organization.

This policy is communicated to all stakeholders and reviewed every two years to ensure its effectiveness.

OCCUPATIONAL HEALTH & SAFETY POLICY

September 17, 2025

Managing Director

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