Sustainability Policies Governance Framework

To enhance consistency and strengthen governance across the sustainability policy framework, a common governance structure has been incorporated across all policies, covering the following key elements:

1. Objectives of the Policies

The policies are designed to support responsible management practices, compliance with applicable legal and regulatory requirements, continual improvement in performance, and alignment with relevant sustainability principles, industry standards and stakeholder expectations.

They also provide an overarching framework for integrating sustainability considerations into the Company's operations, decision-making processes, risk management practices and business activities, while promoting accountability, transparency and responsible conduct across the organization.

2. Governance and Authority

The Risk Management & ESG Committee of the Board of Directors shall provide governance oversight in respect of these policies and shall oversee implementation, monitor performance against commitments and objectives, and review relevant risks, opportunities and emerging developments pertaining to the respective policies.

3. Implementation and Review

The policies shall be implemented through the Company's management systems, operational processes, internal controls, monitoring mechanisms, awareness programmes and other relevant measures. Employees, contractual workforce, business partners and other applicable stakeholders are expected to support and comply with the provisions of the policies.

Each policy shall be reviewed at least once every three years, or earlier if warranted by changes in applicable laws and regulations, business operations, risk profile, stakeholder expectations, scientific developments, industry practices or other relevant considerations.

Any new policies required pursuant to any applicable act or governance standard shall be introduced and incorporated into the Company's sustainability policy framework.

4. Amendments to the Policies

In the event of any amendment to applicable laws, regulations, standards or other legal requirements resulting in any inconsistency between such requirements and the provisions of the policies, the applicable legal or regulatory requirements shall prevail, and the policies shall stand amended accordingly from the effective date of such requirements.

Effective: Version 3.0: 09th September 2026 of the OHS & Wellbeing Management Policy

Supersedes: Version 2.0: 9th August 2023 of the OHS Policy

Version 1.0: 3rd August, 2022 of the EHS Policy

Occupational Health, Safety (OHS) & Wellbeing Management Policy

1.Introduction

At PI Industries Limited, we have a strong belief and commitment to conduct our all activities at all its workplaces in the utmost diligent manner and achieve the highest level of excellence in accordance with global standard in the field of Occupational Health & Safety and Wellbeing across for all persons working under the Company's operational control or influence.

2. Our Commitment

We remain committed.

- Proactively comply with all applicable legal regulations, national, regional and global standards & best practices pertaining to health, safety and wellbeing.
- To ensure safe, clean, and healthy workplace for people at our workplace.
- To provide and maintain safe equipment and facilities for employees, contractual workforce, partners, consultants, and other stakeholders.
- To prevent injuries, or ill health by adopting sound manufacturing practices and eliminating occupational Health and Safety hazards and reporting and investigating incidents to prevent recurrence.
- To implement occupational Health, Safety and Wellbeing surveillance, to identify, assess and mitigate occupational Health, Safety hazards and risks exposure to ensure a safe and healthy workplace.
- To inculcate and promote for Occupational Health, Safety and Responsible care principles, procedures, and practices for safe handling of material and work practices amongst its workforce by periodic training, engagement through effective participation, and consultation with employees.
- To continue our efforts to improve occupational Health, Safety and wellbeing performance by setting and meeting the objectives, goals and targets defined as per Ecovadis requirement, aimed at maintaining the highest standards of workplace safety and injury prevention.
- To publish and communicate our Occupational Health, Safety and wellbeing action plans and performance with our value chain partners.

- Influence our service providers and suppliers to adopt occupational Health and Safety principles in line with our policies.
- To maintain effective emergency preparedness and response measures to protect people, assets, and surrounding communities.

3. Governance & Review

The Board (including the committees thereof, exercising the powers granted by the Board) and Senior Management shall provide leadership and oversight on the Policy, which shall be reviewed at least once every three years or earlier if required due to changes in legal requirements, business operations, risk profile or stakeholder expectations.

Sd/-
Mayank Singhal, Chairperson
Risk Management and ESG Committee