



HEALTH, SAFETY, AND ENVIRONMENT (HSE) POLICY

Tata Chemicals aspires to be a leader in our industry by conducting all our activities in a manner that is protective of the environment and ensures the health and safety of our employees, contractors, visitors, and the communities around which we operate. This extends across all manufacturing locations, mines, offices, research laboratories, and supply chain partners.

To fulfil this commitment, we strive to:

- Achieve ZERO HARM by implementing world-class HSE management systems, including alignment with ISO 45001 for occupational health and safety and ISO 14001 for environmental management, Responsible Care® codes, process safety management, asset integrity management, and environmental improvement and pollution prevention initiatives in support of sustainable development.
- Enhance HSE awareness, competency, and accountability among employees and associated stakeholders, including contractors, transport personnel, and customers, through effective participation, consultation, communication, and training, to achieve Zero Harm to People, Zero Harm to Assets, and Zero Harm to the Environment.
- Comply with, and endeavour to exceed, all applicable HSE laws, regulations, standards, and other requirements, while establishing benchmark practices through continual improvement.
- Integrate HSE and climate-related risk considerations into business planning and decision-making, giving priority to HSE protection measures over purely economic considerations and building climate resilience into asset and site planning.
- Embody the principles of product stewardship by continually improving the health, safety, environmental, and social performance of products and services throughout their lifecycle.
- Proactively identify, assess, and mitigate risks through risk assessments, process safety management, periodic HSE audits, and thorough investigation of workplace and process safety incidents, near misses, and occupational illnesses, using both leading and lagging indicators.
- Safeguard the physical and psychological wellbeing of employees, recognizing mental health, fatigue management, and psychosocial hazards as integral components of "Health" under this Policy.
- Make HSE performance a material factor in key decisions throughout the employee lifecycle and in the selection, retention, and evaluation of contractors, suppliers, and other business partners.
- Extend HSE due diligence to key suppliers and contractors through pre-qualification processes, audits, assessments, and capability-building initiatives, recognizing that value-chain HSE performance forms part of our overall accountability.
- Leverage digital tools and analytics, such as predictive risk analytics, IoT-enabled monitoring, and control-of-work systems, to strengthen HSE assurance and risk management where feasible.
- Maintain robust emergency preparedness and response capabilities, including mutual aid arrangements and community emergency communication mechanisms, for all high-hazard operations.
- Increase stakeholder value through excellence in HSE performance.

The policy shall be applicable to Tata Chemicals & all its subsidiaries

A handwritten signature in blue ink, appearing to read 'R. Mukundan', is written over a horizontal line.

Managing Director & CEO

Date: 29th July, 2026