



QUALITY, HEALTH, SAFETY & ENVIRONMENT POLICY

Radiance Renewables Private Limited (“Radiance”) along with our subsidiaries is committed to ensure quality, safeguard environment, promote resource efficiency and ensure healthy work environment and safe work culture to prevent injury and ill health arising of our operations.

To meet our commitments, we aim to:

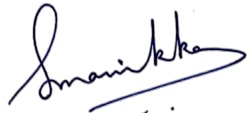
- Conduct business in compliance with applicable local, national environmental and social (including occupational health and safety) legislations.
- Ensure compliance to our ESG policy and commitment.
- Make Quality, Health, Safety & Environment (QHSE) considerations an integral part in business planning, operations and decision making and ensure system to assess and manage QHSE risks.
- Ensure availability of adequate resources with defined QHSE roles and responsibilities to manage and support QHSE improvements across our operations.
- Prevent of emissions, effluents and wastes and continually strive to reduce their impacts and promote resource efficiency wherever feasible by actively adopting a policy of Reduce, Reuse and Recycle.
- Provide relevant QHSE training for all employees including workers.
- Eliminate hazards and reduce Occupational, Health and Safety risks.
- Facilitate Consultation & participation of workers.
- Communicate regularly on QHSE aspects, expectations and performance with employees, contractors, customers and all concerned including any unlawful or unsafe work conditions and achieving improvements.
- Ensure availability of effective crisis management and emergency response capabilities across company operations to respond to incidents/ emergency situations.
- Introduce and perform regular monitoring and review system to address the effectiveness of the policy commitments and to continually improve our QHSE performance.
- Periodically communicate on the QHSE performance of our operations to the Board and relevant interested stakeholders.

Policy Communication, applicability, and its Implementation

This Policy will be communicated to key stakeholders through display at workplaces, prominent locations of Radiance and its subsidiaries and through interactive sessions for internal stakeholders such as employees and external stakeholders such as contractors and sub-contractors of Radiance and its subsidiaries.

This policy will apply to all employees, contractors, sub-contractors and relevant stakeholders of Radiance and its subsidiaries.

This policy for its implementation will be suitably reflected in management system manuals, frameworks, operating procedures, guidelines, and plans.

Manikkan Sangameswaran Executive Director & CEO		Date of Adoption	21 September 2022
		Date of Revision	00
		Current Version	01