



GIRIRAJ CIVIL DEVELOPERS LIMITED

Environment, Health and Safety Policy

20 November 2025

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ENVIRONMENT, HEALTH AND SAFETY POLICY

Policy Statement

Giriraj Civil Developers Limited (the “Company”), a leading civil infrastructure developer in Railway Sector, is committed to **continual improvement in Environment, Health and Safety (EHS) performance**. We believe that safeguarding people, property, and the environment is fundamental to sustainable growth and operational excellence.

Our EHS policy ensures responsible and ethical business conduct by focusing on:

- Protecting occupational health and safety of employees, contractors, and stakeholders,
- Preventing and controlling workplace hazards and infectious diseases proactively,
- Complying with all statutory, regulatory, and contractual requirements,
- Embedding EHS practices into daily operations across all projects and sites.

EHS Objectives

The Company shall pursue the following objectives:

- **Environmental Protection:** Reduce environmental degradation, promote the 3Rs (Reduce, Reuse, Recycle), and optimize resource use to prevent pollution and safeguard ecosystems.
- **Occupational Health Care:** Promote employee health and well-being through continuous risk minimization and preventive healthcare initiatives.
- **Zero Harm Goal:** Strive for continual reduction of Lost Time Injury (LTI) frequency rate and achieve the long-term goal of zero incidents.
- **Sustainable Practices:** Integrate sustainability into construction and infrastructure development activities.

EHS Principles

The employees, contractors and stakeholders are expected to comply with the EHS Policy requirements of the Company and achieve objectives by following these principles:

- **EHS is Non-Negotiable** – Compliance with EHS requirements is a mandatory condition of employment and engagement. Every individual must work towards preventing injuries, ill health, pollution, wastage, and environmental damage.
- **“EHS Starts with Me”** – Each employee is personally responsible for EHS and must propagate this culture within their teams, becoming EHS Ambassadors.
- **EHS as a Core Value** – EHS is embedded in our organizational values. Policy and processes are strictly adhered to across all operations, with consultation and participation of workers to continually improve practices.
- **Competency through Training** – Employees and contractors must undergo regular EHS training to build competency and awareness. Leaders are responsible for ensuring their teams are trained and supported.
- **Safe Work Practices** – Every employee must proactively stop unsafe work and refuse to perform activities where EHS requirements are not met. Work must be completed in a safe and responsible manner.

Implementation & Accountability

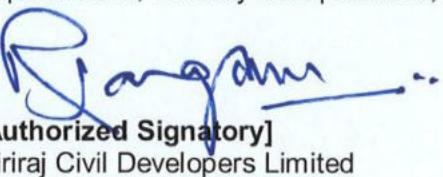
- **Management Commitment:** Senior leadership shall provide resources, oversight, and accountability for EHS performance.



- **Employee Responsibility:** All employees are accountable for adhering to EHS standards and reporting unsafe conditions.
- **Contractor Compliance:** Contractors and suppliers must align with this policy and demonstrate EHS compliance in their operations.

Review & Continual Improvement

This policy shall be reviewed annually to ensure alignment with evolving statutory requirements, industry best practices, and organizational priorities.



[Authorized Signatory]
Giriraj Civil Developers Limited