

## OCCUPATIONAL HEALTH AND SAFETY POLICY

Tata Communications Limited and its direct and indirect subsidiaries (collectively, the "Company"), is committed to providing a safe and healthy work environment for its employees, business partners and those who may be impacted by its business operations. This commitment is consistent with the Tata Code of Conduct.

The Company recognizes that Occupational Health and Safety ("OH&S") and the overall well-being of its people is vital to its success and growth aspirations globally. The Company also acknowledges that health and safety is an integral part of its activities, policies, processes, and business operations.

Our OH&S strategy is rooted in our leadership ethos, driven by the following commitments and actions:

- Incidents and injuries are preventable. We shall adopt appropriate measures to focus on OH&S risks and opportunities for the prevention of occupation related incidents, injuries, illnesses, and near-misses.
- Set objectives and targets for OH&S, conduct reviews to assess performance and integrate these targets into business operations.
- Fulfil all applicable OH&S related statutory requirements and strive for "Beyond Compliance" leadership to implement industry best practices.
- Review the management systems periodically and provide adequate resources to promote reward & recognition programs and OH&S initiatives to ensure continual improvement.
- Ensure that all operational changes (temporary or permanent) are reviewed for potential health and safety impacts, and they are implemented with necessary risk control measures.
- Build OH&S awareness and competencies among employees at all levels enabling them to handle individual OH&S responsibilities and ensure adherence to applicable OH&S requirements, thereby creating a safe workplace.
- Engage with suppliers and contractors by proactively communicating the Company's OH&S Policy, objectives, targets and expectations, and encourage their alignment with our standards; thereby including their participation and consultation in the process.
- Communicate the OH&S Policy to employees and business partners of the Company and ensure that it is available to our stakeholders and the general public.
- Implement an effective emergency preparedness plan to manage and protect the Company's workforce in the event of any emergency scenario.

To ensure the adequacy of this OH&S Policy, the EOHS & Sustainability function of the Company shall review this Policy annually and update as necessary to deliver on the Company's OH&S commitments.



**Amur S Lakshminarayanan**  
MD & CEO

Revision history

Version Control Version	Description	Date of issue
1.0	Original Policy	04 <sup>th</sup> Apr 2013
2.0	Revised and upgraded as per OHSAS 18001 Standard	17th Oct 2017
3.0	Revised and upgraded as per ISO45001 Standard	04th Feb 2020
4.0	Reviewed and updated as per Tata group H&S Management System. Wordings are expanded / modified, addition of points related to management of change, emergency preparedness, review of management system and other	10th Oct 2024