

HEALTH AND SAFETY POLICY

We, at ATHENA firmly believe that the health and safety (H&S) of our employees, Asset Managers, contractors, and all stakeholders is the foremost business consideration. ATHENA believes that all injuries are preventable and in consonance with our rule of '**Zero Harm**' we shall not only comply with all applicable workplace H&S regulations but also implement international best practices from across the power generation industry.

To achieve this outcome, we pledge to do the following:

- CEO of ATHENA will inculcate safety culture and reinforce safe behaviors by visible and proactive leadership- "**Walk the talk**".
- We recognize that delivering excellent H&S outcomes is the responsibility of all and hence provide necessary resources and training.
- Proactively identify and control hazards and risks in the workplace through participation of workers & community, thus continually improving our performance.
- Support employees and contractors in their decision to stop work and intervene when unsafe acts and conditions are identified.
- Develop processes that facilitate continual improvement of the SMS (Safety Management System) and the H&S performance.
- Allocate responsibilities and accountabilities through proper work job description and monitoring.
- Influence our stakeholders in enhancing their health and safety standards by encouraging them to adhere to the practices articulated in ATHENA's Safety Management System.
- Implement emergency procedures in the case of significant incidents.
- Provide and maintain safe plant equipment.
- Ensure safe handling and use of chemical and hazardous substances.

Place: Mumbai

Date :2nd March'2022



Ram Mohan Venkata
(Chief Executive Officer)