

Rane Group
Health, Safety & Environment Policy
Document



Expanding Horizons

Doc No. PL-HSE-01, Rev – 01

15th April 2026

Purpose

Rane Group is dedicated to conducting business in a safe and environmentally sustainable manner, ensuring the well-being of our employees, customers, suppliers, community, and the environment. We adhere to regional and global Health, Safety, and Environment (HSE) standards. This Group HSE policy establishes our commitment based on beliefs and principles, fostering a safe workplace. We allocate both human and financial resources to integrate HSE as a fundamental aspect of our business operations.

Scope

This policy applies to all Rane Group employees, company-owned businesses, including contractors and affiliates over which we have operational control. In cases where this policy conflicts with applicable laws, regulations, or industry codes, the most restrictive requirement shall prevail.

Safety, Health & Environment Beliefs and Principles

Health, Safety and Environment Policy is based on and supported by the following Ten Principles.

- Safety is everyone's prime responsibility & Working safely is a condition of employment
- All injuries, Occupational illnesses and Environmental impacts are preventable
- All operational exposures can be safeguarded
- Proactively Assessing the Safety and Environment risk of all business processes is vital
- Employee involvement and training all employees to work safely is essential
- Safety Observation and interactions helps to improve the safety performance
- All deficiencies must be reported and corrected promptly
- All incidents must be reported, investigated and corrected
- Management audits are a must
- Excellence in Health, Safety Environment supports excellence in Business results

Our Commitment

As **Rane Group**, we recognize our responsibility to ensure the safety and health of our employees, contractors, visitors, and suppliers across all operating sites, including manufacturing, sales and distribution, research laboratories, warehouses/depots, and offices. This commitment extends to work-related travel. We are also dedicated to protecting the environment by regulating our activities and adopting the best practicable measures to minimize any adverse environmental impact arising from our operations.

Our Vision

Our vision is to foster an injury-free workplace and uphold environmental responsibility in all aspects of our operations.

Our Mission

We will ensure Safety remains on top of mind for all employees. By integrating safety into all business processes, we drive continuous improvement. Our vision is realized through an Integrated Health, Safety, and Environment Management approach, focusing on People, Processes, Systems, Technology, and Facilities. This commitment is reinforced by strong leadership and active employee engagement at all levels, ensuring a safe and healthy work environment while minimizing environmental impact.

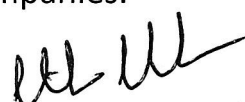
Health, Safety & Environment (HSE) Policy

The Rane Group is committed to managing all activities and operations responsibly, protecting the health and safety of its employees, contractors, and stakeholders while minimizing adverse environmental impacts. Economic considerations will not have priority over the implementation of health, safety and environment protection measures. While safety is everyone's prime responsibility, senior leaders are expected to visibly demonstrate their commitment through their actions and behaviour.

To meet our commitment, we will;

- Provide healthy and safe working conditions to prevent and eliminate work related hazards, injury and ill health
- Reduce HSE risks and impacts through consultation and participation of employees and associates.
- Recognise health, safety and environmental considerations as integral parts of our operations. Incorporate those factors into every decision we make and in every activity we undertake.
- Comply with and strive to exceed applicable regulatory health, safety and environment requirements and set the highest standards.
- Set Health, Safety and Environmental objectives and metrics as indicators of excellence, monitor progress and continually improve performance.
- Provide training to enhance knowledge, develop skills, and refine attitudes, ensuring employees are engaged and equipped to work safely.
- Assess risks and provide controls for health, safety and environmental hazards in our operations and activities.
- Conduct audits to ensure compliance and continual improvement.
- Report incidents promptly, investigate root causes, and ensure lessons learned are shared and implemented across Group companies.

15 Apr 2026
Chennai



Harish Lakshman
(Chairman)

REVISION LOG (REVISION:01)

Sl. No.	Revision Number	Date	Description of the revision	Remarks
1	00	22-Oct-2021	This is the first release of policy	
2	01	15-Apr-2026	Policy comprehensively revised to strengthen HSE commitments, improve clarity, update key principles, and align with current organisational and continual improvement requirements.	