

Health & Safety Policy

TRL Krosaki Refractories Limited (“TRLK”) is committed to provide and maintain a safe, healthy and injury-free workplace across all its business activities across value chain. The organization strives to achieve Zero Harm by integrating health and safety into all aspects of its operations. This commitment is demonstrated through certification of ISO 45001:2018 standards and adoption of modern technological solutions. Health and safety are core to TRLK business culture, with management ensuring the availability of necessary resources to protect employees, contractors, customers and all stakeholders. TRLK actively leverages advance technologies such as Artificial Intelligence (AI), Augmented Reality (AR), Virtual Reality (VR) and Behavior-Based Safety (BBS) practices to enhance risk identification, prevention and continuous improvement in Health and Safety. This Policy is endorsed by the senior management of TRLK and is aligned with the ISO 45001:2018 Occupational Health and Safety Management System standard, ILO Conventions C155 (Occupational Safety and Health) and C187 (Promotional Framework for Occupational Safety and Health), the UN Global Compact, applicable national occupational health and safety laws recognized industry best practices.

Scope

This policy applies to all TRLK employees and operations under TRLK’s operational control. It also applies to contractors working at TRLK sites and to suppliers/service providers to the extent defined in TRLK’s supplier requirements, contracts, and procurement processes.

Our Commitment

- Achieve and sustain a Zero Harm workplace and Maintain LTIFR (Lost Time Injury Frequency Rate) as zero every year in all TRLK business activities.
- Prevent workplace injuries, illnesses and incidents and promote a strong safety culture through awareness and training.
- Provide and maintain appropriate personal protective equipment (PPE) and safe procedures for the handling, storage, disposal of hazardous substances and chemicals, and conduct routine occupational health surveillance and medical monitoring for workers exposed to occupational health hazards.
- Comply with all applicable legal and regulatory health & safety requirements.
- Integrate innovative technologies to improve workplace safety and prioritize health and safety over operational and financial considerations.
- Identify hazards, assess risks and implement effective control measures, encourage active employee participation and consultation.

- Promote accountability at all organizational levels by fostering a culture of continuous learning and improvement, provide leadership, allocate resources and ensure compliance.
- Use modern technologies such as AI, AR and VR for training and safety improvement , adopt Behavior-Based Safety (BBS) programs.
- Conduct periodic audits and monitor safety performance, implement corrective and preventive actions.
- Set annual site-level targets for LTIFR (Lost Time Injury Frequency Rate) /TRIFR (Total Recordable Injury Frequency Rate), near-miss reporting, safety training completion and closure of corrective actions within defined timelines.
- Ensure equivalent health and safety standards for all workers including employees, contractors, contract workmen, visitors and on-site supplier personnel — and require contractors to comply with TRLK's safety standards and ISO 45001 expectations.
- Establish and maintain formal mechanisms for worker consultation, participation, and representation on occupational health & safety matters, through joint management-worker safety committees.
- Track, investigate, and publicly disclose health and safety performance indicators — including LTIFR, TRIFR, fatalities, high-potential incidents and near-misses — through annual sustainability report and apply lessons learned across all operations.
- Promote occupational and mental health and well-being through preventive medical examinations, ergonomics and fatigue management, access to confidential support services.
- Maintain emergency preparedness and response plans for all sites, conduct periodic drills and integrate process-safety management for high-hazard activities.

Governance Mechanism:

The functional head is responsible for implementing this policy and Divisional Head – Safety is responsible for monitoring this Policy, driving continuous improvement, and designing and executing measures to identify and mitigate risks within their area of responsibility. Progress on key matters and performance updates will be reported periodically to the Management.

Implementation

TRLK implements this policy through ISO 45001 processes, including hazard identification and risk assessment (HIRA), permit-to-work for high-risk activities, contractor safety management, competency-based training, audits, incident investigations, corrective and preventive actions, and periodic management reviews.

Policy Communication & Awareness:

To facilitate communication and awareness, a concise one-page summary of this Policy issued as an Annexure for display on notice boards and dissemination to relevant stakeholders. The Annexure serves as a communication tool and does not replace the full Policy.

Review & Amendment:

The Management shall review the policy on, three-year basis and update as per requirement due to change in law and regulation or any other urgent market conditions and revise the same, to keep the policy updated with necessary legal and internal changes. This Policy shall be made publicly available on the Company's website.

This Policy shall be effective from **1st May 2024**.



(P. K. Naik)
Managing Director