



GUJARAT ENERGY

HSE POLICY

Health, Safety and Environment (HSE) is a core value in Gujarat Energy Limited. We are committed to safeguard the health and safety of our employees, contractors, customers, and communities, while minimizing environmental impacts and ensuring the safe, reliable, and responsible operation of our assets and business activities.

Our Belief

We believe that strong business performance is built on strong Health, Safety, and Environmental (HSE) practices. Across operations, HSE remains integral to project planning, execution, operations, and asset management to ensure safe, reliable, and responsible business performance.

Our Goal

Our goal is to deliver our business with zero harm across our operations, while ensuring safe, reliable, and environmentally responsible energy delivery through continual improvement in HSE performance and environmental stewardship.

Our Commitment

At Gujarat Energy Limited (GEL), we are committed to:

- Achieving zero harm and ensuring safe, healthy and reliable operations
- Complying with applicable legal, regulatory, and industry requirements
- Managing HSE risks through risk-based planning, safe design, operations, and emergency preparedness
- Building competency through regular training and awareness for employees and contractor staff
- Promoting a strong safety culture, accountability, and stakeholder engagement
- Develop and implement appropriate objectives and plans to ensure that risks are 'As Low As Reasonably Practicable (ALARP)'
- Ensure that ERDMP (Emergency Response & Disaster Management Plan) of all geographical areas and E & P Installations are live documents and are tested periodically to ensure effectiveness
- Conducting regular audits and strengthening HSE management systems
- Consult relevant stakeholders to understand, resolve and take account of their concerns
- Engage effectively with all interested parties including other utilities, customers and general public in our operation areas
- Protecting the environment through pollution prevention, waste minimization, resource conservation and biodiversity protection
- Promoting energy efficiency, sustainable practices and responsible use of natural resources
- Innovation through conduct of research and development activities
- Uphold environmental standards by adopting SOP and practices to effectively manage environmental performance
- Promote sustainable energy use by working continuously towards optimizing energy usage & energy efficiency initiatives
- Create positive impact on Biodiversity by protecting and increasing biodiversity
- Acknowledge climate change as a global systemic risk and take persistent actions including GHG emission reduction to contribute to mitigate effects of global warming

Concerns or complaints related to Health Safety & Environment can be reported on Box.HSE@gujenergy.com

Policy Review: The policy must be suitably modified with the Managing Director of the Company's consent in the event that it needs to be changed due to a change in regulatory requirements or for any other cause.

Dissemination of Policy: This policy will be uploaded on the website of the company and internally shared with all the relevant stakeholders.

Applicability

This policy applies to all employees, contractors, business partners, and stakeholders associated with Gujarat Energy Limited (GEL) across its operations - city gas distribution, oil & gas exploration & production and wind power generation. Every individual has a duty towards themselves as well as towards those around them to ensure that safe practices are adhered to at all times. All employees are accountable for HSE compliance within their area of the business and are responsible for demonstration of exemplary HSE behaviors. This policy shall be widely communicated and updated in line with contextual changes. Every employee and contractor's personnel shall follow this policy in letter and spirit.

May 2026

Avantika Singh Aulakh, IAS
Managing Director